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## ABSTRACT

This report presents comparative data collected from 87 state-supported universities in 45 states, and 27 university systems representing 21 states, on the administrative salaries they paid in 1996-97. The salaries are presented in rank-order (from highest to lowest) to facilitate comparisons of a participant's relative standing with other universities. Salaries are reported only for full-time administrators. The report includes officers whose responsibilities and functions range from that of a director of a single office to the university president. Statistical data, comprising nearly the entire report, are divided into three main sections. The first section provides the ranking of salaries paid among all participating universities, including the average of those salaries paid at institutions belonging to the National Association of State Universities and Land-Grant Colleges. The second section is a series of tables showing the salaries paid among the 87 participating institutions, first presented overall and then by the 9 geographic regions defined by the Equal Employment Opportunity Commission. The third section comprises a table of salaries paid to the university system officers. An index is included. (JLS)

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THIRTIETH ANNUAL  
RANK-ORDER DISTRIBUTION  
OF  
ADMINISTRATIVE SALARIES PAID  
1996-97

THIS REPORT SUMMARIZES THE RESULTS  
OF A QUESTIONNAIRE STUDY  
OF EIGHTY-SEVEN STATE-SUPPORTED  
UNIVERSITIES REPRESENTING FORTY-FIVE STATES  
AND TWENTY-SEVEN UNIVERSITY SYSTEMS  
REPRESENTING TWENTY-ONE STATES

Prepared by the University of Alabama and University of Arkansas



OFFICE OF INSTITUTIONAL RESEARCH  
UNIVERSITY OF ARKANSAS  
MAY 1997

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INSTITUTIONAL RESEARCH

## THE UNIVERSITY OF ALABAMA

August 1, 1997

### MEMORANDUM

**TO:** Recipient of the 1996-97 Arkansas Administrative Salary Survey

**FROM:** Michael R. O'Rear, Ph.D.  
Associate Director

**RE:** Corrections for 1996-97 Arkansas Administrative Salary Survey

After publication of the 1996-97 Arkansas Administrative Salary Survey, two typographical errors and one data error were noted. The typographical errors are:

1. In the Table I list of participating institutions, The University of Nebraska, Lincoln was inadvertently omitted. The data for the University of Nebraska, Lincoln was included in Table I.
2. In the Table III list of participating institutions, "University of Nebraska, Lincoln" should read "University of Nebraska."

The data error occurred for Treasurer/Bursar and affects Table I and Table II, Chicago Region. The treasurer/bursar salary of \$11,152 should be \$111,152. The corrected analyses for Treasurer/Bursar in Tables I and II are given overleaf.

On behalf of the Offices of Institutional Research at The University of Alabama and the University of Arkansas, I apologize for the errors and any inconvenience they have caused.

MRO:tc

TABLE I CORRECTIONS

FINANCIAL ADMINISTRATOR:  
TREASURER OR BURSAR

RANK	SALARY
1	141,600 *
2	111,152 *
3	89,410 *
4	89,000 *
5	87,570 *
6	83,342 *
7	80,779 *
8	78,484 *
9	77,724
10	77,305 *
11	75,000 *
12	73,000 *
13	72,312 *
14	71,000 *
15	68,826 *
16	68,557 *
17	66,828 *
18	64,473 *
19	64,405 *
20	62,000 *
21	61,390 *
22	61,388 *
23	61,300 *
24	60,669 *
25	60,568 *
26	59,796 *
27	59,700 *
28	59,537 *
29	59,500 *
30	57,163 *
31	57,000 *
32	56,418
33	56,152 *
34	( 55,656) *
35	54,900 *
36	54,684
37	54,256 *
38	53,841 *
39	52,515 *
40	52,220 *
41	51,996 *
42	50,718 *
43	50,247 *
44	49,888 *

TABLE I CORRECTIONS

FINANCIAL ADMINISTRATOR  
TREASURER OR BURSAR

RANK	SALARY
45	49,597 *
46	49,490 *
47	49,300 *
48	45,400 *
49	42,509 *
50	41,881 *
51	41,142 *
52	35,000 *
53	31,950 *
54	29,088 *
AVERAGE "x"	63,408
AVERAGE ALL	62,400
AVERAGE R1	70,955
AVERAGE R2	62,164
AVERAGE D1	53,997
LEVEL 3 AVG	86,921
LEVEL 4 AVG	62,080
LEVEL 5 AVG	55,724

TABLE II CORRECTIONS  
CHICAGO REGIONFINANCIAL ADMINISTRATOR  
TREASURER OR BURSAR

RANK	SALARY
1	111,152 *
2	78,484 *
3	77,724
4	72,312 *
5	68,557 *
6	62,000 *
7	60,669 *
8	59,700 *
9	56,418
10	54,684
11	52,515 *
AVERAGE "x"	70,674
AVERAGE ALL	68,565

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
ADMINISTRATIVE SALARIES SURVEY 1996-97

# **A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE SALARIES**

## **INTRODUCTION**

This study is the thirtieth annual administrative salary survey conducted by the Office of Institutional Research, University of Arkansas, Fayetteville. To develop comparable averages, the survey largely consists of Doctoral I, Research I, Research II, and Land-Grant institutions. The universities are not identified with their salaries. Also, when the number of respondents for a particular position is fewer than three, the responses are omitted from this study. Salaries are reported only for full-time administrators. The study includes officers whose responsibilities and functions range from that of the director of a single office to the institution's chief executive officer.

The salaries are displayed in rank order to facilitate comparisons of a participant's relative standing with other universities. Each university can identify its own salary for a given position and find its rank. A salary enclosed in parentheses identifies that individual salary as being paid for someone filling dual functions. Salaries within the parentheses are included in each position's averages. Salaries marked with an asterisk indicate membership in the National Association of State Universities and Land-Grant Colleges (NASULGC). Only one reported salary from an institution is included for each position.

The primary purpose of this study has always been to provide comparable and comprehensive information in a manner that will be useful to the participants. The University of Arkansas's Office of Institutional Research wishes to thank all of the respondents for their participation. The University of Arkansas' OIR gives special thanks to the University of Alabama OIR for processing the survey data this year. Their generous efforts prevented a break in the thirty years of data available through this survey. We are grateful to them.

## DESCRIPTION

### TABLE I

The first section provides the ranking of salaries paid among all participating universities. Questionnaires were sent to one hundred and twenty-six universities in forty-nine states. From this group, responses are included from eighty-seven institutions in forty-five states, for a response rate of sixty-nine percent.

Salaries in this section coded with an asterisk indicate that the salary is from a university which is a member of NASULGC. The average salaries printed after each position's rank order of salaries are: the average of ALL reported salaries, the average salaries for those institutions belonging to NASULGC, the average salaries by Carnegie classifications, and the averages by the Levels reported for the position.

**NOTE: Averages by Carnegie classification are only calculated for populations of ten or more institutions in a position. Averages were calculated for each Level when three or more salaries were reported in a position.**

### TABLE II

The second section is a series of tables showing the salaries paid among the eighty-seven participants divided into the nine geographic regions defined by the Equal Employment Opportunity Commission except that the New York and Boston regions are combined and the San Francisco and Seattle Regions are combined to assure sufficient responses for average calculations. The responding universities in each region are listed at the beginning of the appropriate section. This section includes two averages, one for ALL the reported salaries and one for the NASULGC members in each region.

### TABLE III

The third section is a table of salaries paid to the university system officers. For the purposes of the survey, a university system is defined as one which has a separate administrative structure for a system of multiple general academic institutions, at least one of which has offerings at doctorate-granting level. Questionnaires were sent to forty-one university systems in thirty-two states, and responses were received from twenty-seven university systems in twenty-one states for a response rate of sixty-six percent. This section contains two averages for each position: Averages for ALL salaries reported in that position and averages by the Level for the reported positions.

## DEFINITION OF CATEGORIES

### Carnegie Foundation Classifications:

**Research Universities I:** These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate, and give high priority to research. They award 50 or more doctoral degrees each year. In addition, they receive annually \$40 million or more in federal support.

**Research Universities II:** These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate, and give high priority to research. They award 50 or more doctoral degrees each year. In addition, they receive annually between \$15.5 million and \$40 million in federal support.

**Doctoral Universities I:** These institutions offer a full range of baccalaureate programs and are committed to graduate education through the doctorate. They award at least 40 doctoral degrees annually in five or more disciplines.

### Levels of Responsibility

- |                |   |
|----------------|---|
| <b>Level 1</b> | Responsibility for the operation of the institution. This person is an executive officer at the presidential level.   |
| <b>Level 2</b> | Responsibility for a principal segment of the institution's operation. This person is an executive officer at the vice presidential level.  |
| <b>Level 3</b> | Responsibility for the administration of a major operational unit with a number of subdivisions within the unit. Typically: dean, associate vice president, assistant vice president. |
| <b>Level 4</b> | Responsibility for the administration of a single operational unit. Typically: director, manager, coordinator.  |
| <b>Level 5</b> | Anyone reporting to a dean, director, manager or coordinator.   |

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**TABLE I**  
**A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE**  
**SALARIES PAID AMONG EIGHTY-SIX UNIVERSITIES**  
**IN FORTY-FIVE STATES**

This table summarizes the data for eighty-six universities in forty-five states. For making this report possible, the University of Arkansas wishes to thank the following participating schools.

\*ARIZONA STATE UNIVERSITY  
 \*AUBURN UNIVERSITY  
 BALL STATE UNIVERSITY  
 \*CLEMSON UNIVERSITY  
 \*COLORADO STATE UNIVERSITY  
 \*FLORIDA STATE UNIVERSITY  
 \*GEORGIA STATE UNIVERSITY  
 ILLINOIS STATE UNIVERSITY  
 \*IOWA STATE UNIVERSITY  
 \*KANSAS STATE UNIVERSITY  
 \*KENT STATE UNIVERSITY  
 \*LOUISIANA STATE UNIVERSITY AND A & M COLLEGE  
 \*MIAMI UNIVERSITY  
 \*MICHIGAN STATE UNIVERSITY  
 \*MISSISSIPPI STATE UNIVERSITY  
 \*MONTANA STATE UNIVERSITY-BOZEMAN  
 \*NEW MEXICO STATE UNIVERSITY  
 \*NORTH CAROLINA STATE UNIVERSITY  
 \*NORTH DAKOTA STATE UNIVERSITY  
 \*NORTHERN ARIZONA  
 NORTHERN ILLINOIS UNIVERSITY  
 \*OHIO STATE UNIVERSITY  
 \*OHIO UNIVERSITY  
 \*OKLAHOMA STATE UNIVERSITY  
 \*OREGON STATE UNIVERSITY  
 \*RUTGERS UNIVERSITY  
 \*SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE  
 \*STATE UNIVERSITY OF NEW YORK AT ALBANY  
 \*STATE UNIVERSITY OF NEW YORK AT BINGHAMTON  
 \*STATE UNIVERSITY OF NEW YORK AT BUFFALO  
 \*STATE UNIVERSITY OF NEW YORK AT STONY BROOK  
 \*TEMPLE UNIVERSITY  
 \*TENNESSEE STATE UNIVERSITY  
 \*TEXAS A & M UNIVERSITY  
 \*TEXAS TECH UNIVERSITY  
 TEXAS WOMAN'S UNIVERSITY

\*Member of National Association of State Universities & Land-Grant Colleges.

TABLE I (Continued)

\*THE UNIVERSITY OF AKRON  
\*THE UNIVERSITY OF ARIZONA  
\*THE UNIVERSITY OF MEMPHIS  
\*THE UNIVERSITY OF MICHIGAN  
\*THE UNIVERSITY OF MISSISSIPPI  
\*THE UNIVERSITY OF NORTH CAROLINA - CHAPEL HILL  
\*THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO  
THE UNIVERSITY OF TEXAS AT DALLAS  
\*THE UNIVERSITY OF TEXAS, AUSTIN  
\*UNIVERSITY OF ALABAMA  
\*UNIVERSITY OF ALABAMA AT BIRMINGHAM  
\*UNIVERSITY OF ARKANSAS  
\*UNIVERSITY OF CALIFORNIA, SANTA BARBARA  
\*UNIVERSITY OF CINCINNATI  
\*UNIVERSITY OF COLORADO AT BOULDER  
\*UNIVERSITY OF CONNECTICUT  
\*UNIVERSITY OF DELAWARE  
\*UNIVERSITY OF GEORGIA  
\*UNIVERSITY OF HOUSTON  
\*UNIVERSITY OF IDAHO  
\*UNIVERSITY OF ILLINOIS AT CHICAGO  
\*UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN  
\*UNIVERSITY OF KANSAS  
\*UNIVERSITY OF KENTUCKY  
\*UNIVERSITY OF LOUISVILLE  
\*UNIVERSITY OF MAINE  
UNIVERSITY OF MARYLAND AT BALTIMORE  
\*UNIVERSITY OF MARYLAND, COLLEGE PARK  
\*UNIVERSITY OF MASSACHUSETTS/AMHERST  
\*UNIVERSITY OF MISSOURI-COLUMBIA  
\*UNIVERSITY OF MISSOURI-KANSAS CITY  
\*UNIVERSITY OF NEVADA, RENO  
\*UNIVERSITY OF NEW HAMPSHIRE  
\*UNIVERSITY OF NORTH TEXAS  
\*UNIVERSITY OF NORTHERN COLORADO  
\*UNIVERSITY OF OKLAHOMA  
\*UNIVERSITY OF OREGON  
\*UNIVERSITY OF RHODE ISLAND  
\*UNIVERSITY OF SOUTHERN MISSISSIPPI  
\*UNIVERSITY OF TENNESSEE, KNOXVILLE  
\*UNIVERSITY OF TOLEDO  
\*UNIVERSITY OF UTAH  
\*UNIVERSITY OF VERMONT

\*Member of National Association of State Universities & Land-Grant Colleges.

TABLE I (Continued)

- \*UNIVERSITY OF VIRGINIA
- \*UNIVERSITY OF WISCONSIN, MILWAUKEE
- \*UNIVERSITY OF WYOMING
- \*UTAH STATE UNIVERSITY
- \*VIRGINIA COMMONWEALTH UNIVERSITY
- \*VIRGINIA POLYTECHNIC INST. & STATE UNIVERSITY
- \*WASHINGTON STATE UNIVERSITY
- \*WEST VIRGINIA UNIVERSITY

\*Member of National Association of State Universities & Land-Grant Colleges.

TABLE I (CONTINUED)

CHIEF EXECUTIVE OFFICER:  
MULTI-CAMPUSES CHIEF  
EXECUTIVE OFFICER

RANK	SALARY
1	270,000 *
2	255,000 *
3	250,000 *
4	231,012 *
5	211,150 *
6	208,000 *
7	190,000 *
8	185,000 *
9	181,680 *
10	171,630 *
11	166,000 *
12	165,279 *
13	164,000 *
14	161,004 *
15	157,600 *
16	143,300 *
17	134,675 *
18	106,856 *

AVERAGE "\*" 186,233

AVERAGE ALL 186,233

LEVEL 1 AVG 186,233

CHIEF EXECUTIVE OFFICER:  
SING. UNIT INSTITUTION  
CHIEF EXEC. OFFICER

RANK	SALARY
1	280,000 *
2	260,709 *
3	255,000 *
4	236,000 *
5	233,000 *
6	223,173 *
7	217,440 *
8	216,000 *
9	216,000 *
10	214,000 *
11	207,700 *
12	203,200 *
13	201,000 *
14	198,000 *
15	195,000 *
16	192,000 *

RANK	SALARY
17	191,034 *
18	190,844 *
19	(190,000)*
20	186,000 *
21	185,400 *
22	184,374 *
23	183,260 *
24	181,100 *
25	180,000 *
26	179,846 *
27	179,500 *
28	174,408 *
29	173,247 *
30	171,600 *
31	170,000 *
32	170,000 *
33	167,942 *
34	167,940 *
35	167,270 *
36	166,305 *
37	165,279 *
38	164,004 *
39	162,800 *
40	160,008 *
41	160,000 *
42	159,422 *
43	157,246 *
44	155,000 *
45	154,913 *
46	153,390 *
47	153,000 *
48	151,462 *
49	150,000 *
50	150,000 *
51	148,720 *
52	147,146 *
53	146,554 *
54	145,000 *
55	144,708 *
56	142,290 *
57	140,036 *
58	138,800 *
59	138,000 *
60	137,009 *
61	134,573 *
62	133,000 *
63	130,000 *
64	129,840 *
65	126,000 *
66	125,000 *
67	125,000 *

RANK	SALARY
68	123,650 *
69	120,018 *
70	116,964 *
71	116,400 *
72	115,000 *
73	113,300 *

AVERAGE "\*" 168,437

AVERAGE ALL 169,066

AVERAGE R1 183,955

AVERAGE R2 152,864

AVERAGE D1 161,083

LEVEL 1 AVG 169,378

FINANCIAL ADMINISTRATOR:  
CHIEF FINANCIAL  
OFFICER

RANK	SALARY
1	215,881 *
2	(190,000)*
3	167,000 *
4	163,541 *
5	163,200 *
6	158,000 *
7	157,752 *
8	153,200 *
9	149,350 *
10	149,000 *
11	147,000 *
12	146,300 *
13	144,200 *
14	141,000 *
15	140,006 *
16	140,000 *
17	140,000 *
18	136,500 *
19	135,200 *
20	135,094 *
21	(132,540)*
22	132,500 *
23	132,000 *
24	131,808 *
25	131,034 *
26	130,600 *
27	130,000 *
28	129,000 *
29	125,560 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

FINANCIAL ADMINISTRATOR:  
CHIEF FINANCIAL  
OFFICERRANK      SALARY  
(CONTINUED)

30      125,181 \*

31      124,709 \*

32      124,359 \*

33      123,091 \*

34      122,445 \*

35      122,400 \*

36      121,921

37      121,019 \*

38      120,000 \*

39      120,000 \*

40      119,080 \*

41      117,400 \*

42      116,500 \*

43      115,477 \*

44      114,129 \*

45      113,958 \*

46      113,420 \*

47      112,900 \*

48      112,000

49      111,000 \*

50      110,928

51      110,844

52      110,210 \*

53      109,775 \*

54      108,508

55      107,000 \*

56      106,881 \*

57      105,823 \*

58      104,690 \*

59      104,667 \*

60      104,650 \*

61      104,000 \*

62      103,800 \*

63      103,500 \*

64      102,900 \*

65      102,600 \*

66      100,940 \*

67      100,799

68      100,300 \*

69      99,493 \*

70      97,272 \*

71      97,000 \*

72      96,500 \*

73      96,425 \*

74      94,800 \*

75      94,000 \*

RANK      SALARY

76      91,836 \*

77      88,600 \*

78      85,000 \*

79      80,300 \*

AVERAGE "M"      122,977

AVERAGE ALL      122,054

AVERAGE R1      134,768

AVERAGE R2      109,906

AVERAGE D1      117,951

LEVEL 2 AVG      122,001

RANK      SALARY  
(CONTINUED)

AVERAGE "M"      104,441

AVERAGE ALL      104,178

AVERAGE R1      115,879

LEVEL 2 AVG      136,302

LEVEL 3 AVG      93,784

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR BUSINESS  
AFFAIRS/BUSINESS MGR.FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR  
MANAGEMENT & BUDGET

RANK      SALARY

1      183,000 \*

2      147,309 \*

3      143,500 \*

4      138,000 \*

5      129,700 \*

6      125,000 \*

7      119,480 \*

8      117,900 \*

9      110,000 \*

10      109,585 \*

11      107,968 \*

12      106,600 \*

13      99,621 \*

14      97,900 \*

15      97,059

16      ( 95,814)\*

17      91,514 \*

18      91,110 \*

19      90,000 \*

20      87,622 \*

21      84,200 \*

22      83,600 \*

23      82,400 \*

24      81,613 \*

25      ( 79,601)\*

26      77,500 \*

27      76,380 \*

28      63,000 \*

RANK      SALARY

1      147,499

2      140,000 \*

3      138,116 \*

4      134,000 \*

5      131,700 \*

6      131,408 \*

7      120,000 \*

8      119,900 \*

9      118,450 \*

10      114,400 \*

11      105,240

12      103,960 \*

13      101,800 \*

14      98,500 \*

15      96,102 \*

16      92,900 \*

17      ( 92,100)\*

18      90,300 \*

19      89,578 \*

20      87,390 \*

21      87,045 \*

22      86,200 \*

23      85,698 \*

24      85,000 \*

25      84,000 \*

26      82,500 \*

27      81,750 \*

28      81,312 \*

29      80,628

30      ( 79,368)\*

31      76,745 \*

32      75,785 \*

33      75,105 \*

34      64,374 \*

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR BUSINESS  
AFFAIRS/BUSINESS MGR.

RANK	SALARY
32	66,792 *
33	62,654 *
34	50,470 *

(CONTINUED)

AVERAGE "M" 98,241  
AVERAGE ALL 99,378

AVERAGE R1 107,184

LEVEL 2 AVG 128,072  
LEVEL 3 AVG 97,167  
LEVEL 4 AVG 91,317

AVERAGE "M" 94,298  
AVERAGE ALL 93,742

AVERAGE R1 104,893  
AVERAGE D1 79,273

LEVEL 2 AVG 127,450  
LEVEL 3 AVG 87,993

RANK SALARY  
(CONTINUED)

AVERAGE "M" 96,985  
AVERAGE ALL 97,083

AVERAGE R1 103,075

LEVEL 3 AVG 96,908

FINANCIAL ADMINISTRATOR:  
INTERNAL AUDITOR

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR HUMAN  
RESOURCES

RANK	SALARY
1	151,000 *
2	135,798 *
3	135,000 *
4	120,000 *
5	119,500 *
6	119,000 *
7	118,450 *
8	117,726 *
9	109,600 *
10	107,500 *
11	(101,200) *
12	101,100
13	99,000 *
14	97,046 *
15	91,362
16	88,400 *
17	87,300 *
18	85,000 *
19	84,333 *
20	83,280
21	82,560
22	82,500 *
23	82,200 *
24	82,000 *
25	80,105 *
26	79,716 *
27	76,500 *
28	76,000 *
29	73,794 *
30	73,258 *
31	67,100 *

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR  
FACILITIES PLANNING

RANK	SALARY
1	140,000 *
2	123,376 *
3	113,000 *
4	109,710 *
5	108,000 *
6	106,980 *
7	103,999
8	103,100 *
9	101,889 *
10	101,164 *
11	101,000 *
12	101,000 *
13	100,000 *
14	99,751 *
15	99,660 *
16	95,621 *
17	95,000 *
18	93,627 *
19	93,000
20	92,900 *
21	92,100 *
22	88,795 *
23	88,000 *
24	86,340 *
25	85,200 *
26	84,572 *
27	83,466 *
28	83,148 *
29	80,049 *
30	78,560 *
31	76,560 *

RANK	SALARY
1	95,476 *
2	93,750 *
3	91,900 *
4	88,100 *
5	85,975 *
6	83,720 *
7	83,364 *
8	82,700 *
9	82,575 *
10	82,203 *
11	79,975 *
12	75,996 *
13	75,234 *
14	75,000 *
15	74,355 *
16	72,069 *
17	71,101 *
18	70,384 *
19	70,100 *
20	69,330 *
21	69,000 *
22	68,000 *
23	66,705 *
24	66,585 *
25	66,518 *
26	65,508 *
27	65,050 *
28	65,000 *
29	63,933
30	63,900 *
31	63,610 *
32	63,001 *
33	62,500 *
34	62,460 *
35	62,118 *
36	61,800 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

FINANCIAL ADMINISTRATOR:  
INTERNAL AUDITOR

RANK	SALARY
(CONTINUED)	
37	61,800 *
38	61,655 *
39	61,000 *
40	59,691 *
41	58,539 *
42	58,308 *
43	58,109 *
44	57,922
45	57,655 *
46	57,165 *
47	56,647 *
48	56,124 *
49	56,083 *
50	55,176
51	55,000 *
52	54,545
53	54,000 *
54	53,838 *
55	53,742 *
56	52,500 *
57	52,000 *
58	51,144
59	50,820 *
60	50,120 *
61	49,572 *
62	48,495 *
63	48,250 *
64	48,187 *
65	47,400 *
66	47,380 *
67	43,000 *
68	43,000 *
69	41,856 *
70	37,824 *
71	34,330 *

RANK	SALARY
(CONTINUED)	
AVERAGE "x"	63,472
AVERAGE ALL	62,984
AVERAGE R1	69,984
AVERAGE R2	60,841
AVERAGE D1	55,769
LEVEL 2 AVG	64,514
LEVEL 3 AVG	64,114
LEVEL 4 AVG	62,795
FINANCIAL ADMINISTRATOR: DIRECTOR OF ACCOUNTING CONTROLLER	

RANK	SALARY
1	139,600 *
2	123,600 *
3	112,164 *
4	109,741 *
5	108,558 *
6	102,482 *
7	(101,556) *
8	97,222 *
9	96,366 *
10	94,928 *
11	94,500 *
12	93,000 *
13	92,748 *
14	92,700 *
15	91,600 *
16	91,225 *
17	90,739 *
18	90,440 *
19	87,100
20	86,900 *
21	86,436 *
22	86,405 *
23	85,000 *
24	84,946 *
25	83,000 *
26	81,679 *
27	81,492
28	81,200 *
29	80,728 *
30	80,500 *
31	79,156 *
32	78,588 *

RANK	SALARY
33	78,170 *
34	78,158 *
35	77,000 *
36	76,426 *
37	75,960 *
38	75,201 *
39	74,230 *
40	73,667 *
41	73,644 *
42	73,000 *
43	72,222 *
44	71,662 *
45	71,603 *
46	71,282
47	71,159 *
48	70,560
49	70,040 *
50	69,420 *
51	69,000 *
52	68,323 *
53	68,200 *
54	67,925 *
55	66,878 *
56	66,602 *
57	65,417 *
58	65,344 *
59	65,052 *
60	64,541 *
61	64,000 *
62	63,880 *
63	62,500 *
64	61,800 *
65	59,900 *
66	59,724 *
67	58,432 *
68	56,260 *
69	54,626 *
70	53,473 *
71	52,280 *
72	49,549 *
73	48,118

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
ADMINISTRATIVE SALARIES SURVEY 1996-97



TABLE I (CONTINUED)

**FINANCIAL ADMINISTRATOR:  
DIRECTOR OF ACCOUNTING  
CONTROLLER**

(CONTINUED)

AVERAGE "M" 78,867  
AVERAGE ALL 78,377

AVERAGE R1 84,173  
AVERAGE R2 75,312  
AVERAGE D1 69,557

LEVEL 3 AVG 85,516  
LEVEL 4 AVG 72,463  
LEVEL 5 AVG 89,202

**FINANCIAL ADMINISTRATOR:  
BUDGET DIRECTOR**

RANK	SALARY
1	136,000 *
2	106,000 *
3	104,500 *
4	103,000 *
5	101,838 *
6	(101,743)*
7	100,549 *
8	98,000 *
9	95,033 *
10	93,275 *
11	91,700 *
12	91,400 *
13	91,200 *
14	87,300 *
15	87,270 *
16	85,000 *
17	83,800 *
18	83,500 *
19	81,750 *
20	81,432 *
21	81,002 *
22	80,600 *
23	80,500 *
24	78,672 *
25	78,179 *
26	77,550
27	( 76,092)*
28	75,305 *
29	75,273 *

RANK	SALARY
30	73,923 *
31	73,522 *
32	73,476 *
33	71,550 *
34	71,506 *
35	70,700 *
36	70,500
37	69,501 *
38	69,269 *
39	69,204
40	68,772 *
41	68,300 *
42	67,500 *
43	67,119 *
44	66,300 *
45	65,933
46	65,177 *
47	64,417 *
48	64,000 *
49	63,900 *
50	63,000 *
51	62,712 *
52	62,553 *
53	62,000 *
54	61,742 *
55	60,300 *
56	60,000 *
57	59,328 *
58	59,025 *
59	58,522 *
60	57,890 *
61	55,620 *
62	52,620 *
63	52,354 *
64	50,988 *
65	50,000 *
66	49,464 *
67	48,136 *
68	42,276 *
69	35,700 *

AVERAGE "M" 73,893  
AVERAGE ALL 73,714

AVERAGE R1 83,761  
AVERAGE R2 66,421  
AVERAGE D1 65,998

LEVEL 3 AVG 81,940  
LEVEL 4 AVG 71,523

**FINANCIAL ADMINISTRATOR:  
DIRECTOR OF RESEARCH  
ACCOUNTING**

RANK	SALARY
1	82,433 *
2	76,003 *
3	71,532 *
4	71,159 *
5	71,064 *
6	64,008 *
7	63,290 *
8	61,228 *
9	58,308 *
10	56,300
11	55,892 *
12	54,080 *
13	53,313 *
14	51,500 *
15	51,396 *
16	49,800 *
17	46,700 *
18	46,422 *
19	44,939 *
20	43,930 *
21	41,000 *
22	39,265 *
23	37,745 *
24	37,326 *
25	35,807 *

AVERAGE "M" 54,506  
AVERAGE ALL 54,578

AVERAGE R1 60,351

LEVEL 4 AVG 57,398  
LEVEL 5 AVG 45,645

**FINANCIAL ADMINISTRATOR:  
TREASURER OR BURSAR**

RANK	SALARY
1	141,600 *
2	89,410 *
3	89,000 *
4	87,570 *
5	83,342 *
6	80,779 *
7	78,484 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

FINANCIAL ADMINISTRATOR:  
TREASURER OR BURSAR

RANK	SALARY
(CONTINUED)	
8	77,724
9	77,305 *
10	75,000 *
11	73,000 *
12	72,312 *
13	71,000 *
14	68,826 *
15	68,557 *
16	66,828 *
17	64,473 *
18	64,405 *
19	62,000 *
20	61,390 *
21	61,388 *
22	61,300 *
23	60,669 *
24	60,568 *
25	59,796 *
26	59,700 *
27	59,537 *
28	59,500 *
29	57,163 *
30	57,000 *
31	56,418
32	56,152 *
33	( 55,656) *
34	54,900 *
35	54,684
36	54,256 *
37	53,841 *
38	52,515 *
39	52,220 *
40	51,996 *
41	50,718 *
42	50,247 *
43	49,888 *
44	49,597 *
45	49,490 *
46	49,300 *
47	45,400 *
48	42,509 *
49	41,881
50	41,142 *
51	35,000 *
52	31,950
53	29,088 *

RANK	SALARY
54	11,152 *
AVERAGE "x"	
	61,367
AVERAGE ALL	
	60,549
AVERAGE R1	
	66,193
AVERAGE R2	
	62,164
AVERAGE D1	
	53,997
LEVEL 3 AVG	
	86,921
LEVEL 4 AVG	
	59,699
LEVEL 5 AVG	
	55,724

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PURCHASING

RANK	SALARY
1	121,800 *
2	97,337 *
3	96,950 *
4	92,800 *
5	90,607 *
6	86,396 *
7	86,206 *
8	84,600 *
9	79,400 *
10	79,300 *
11	78,400
12	77,775 *
13	77,500 *
14	77,368 *
15	77,225 *
16	75,000 *
17	74,000 *
18	72,947 *
19	72,540 *
20	71,750
21	71,712 *
22	71,300 *
23	70,452 *
24	68,649 *
25	68,251 *
26	68,187 *
27	67,529 *
28	67,477 *
29	66,594 *
30	66,558
31	66,550 *
32	66,070 *

RANK	SALARY
33	65,835 *
34	65,760
35	65,200 *
36	65,004 *
37	65,000 *
38	65,000 *
39	64,652 *
40	64,100 *
41	63,710 *
42	63,325 *
43	63,036 *
44	63,000 *
45	62,613 *
46	62,000 *
47	62,000 *
48	61,950 *
49	61,436 *
50	60,950 *
51	60,770 *
52	59,800 *
53	59,768 *
54	59,436 *
55	59,200 *
56	59,059 *
57	58,488 *
58	58,324 *
59	58,180 *
60	57,773 *
61	57,430 *
62	57,000
63	56,776 *
64	56,016 *
65	55,666 *
66	55,580 *
67	55,575 *
68	54,250 *
69	( 54,119) *
70	53,600 *
71	53,600 *
72	52,578 *
73	52,004 *
74	51,852 *
75	51,600
76	50,950 *
77	49,531 *
78	49,200 *
79	45,206 *
80	41,868 *
81	41,758 *
82	40,980 *
83	38,883 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

**FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PURCHASING**

(CONTINUED)

AVERAGE "X" 65,059

AVERAGE ALL 65,068

AVERAGE R1 71,835

AVERAGE R2 59,328

AVERAGE D1 58,156

LEVEL 3 AVG 75,922

LEVEL 4 AVG 63,680

LEVEL 5 AVG 64,681

**FINANCIAL ADMINISTRATOR:  
DIRECTOR OF BENEFITS**

RANK	SALARY
1	74,435 *
2	73,542 *
3	68,600 *
4	68,185 *
5	67,571 *
6	66,300 *
7	65,655 *
8	65,525 *
9	63,500 *
10	58,000 *
11	58,000 *
12	57,200 *
13	55,925 *
14	54,514 *
15	54,366 *
16	53,609 *
17	52,713 *
18	51,753 *
19	51,327 *
20	51,124 *
21	50,004 *
22	50,000 *
23	49,684 *
24	48,382 *
25	46,266 *
26	46,077 *
27	44,768 *
28	44,148 *
29	42,432 *

RANK	SALARY
30	42,408 *
31	42,393 *
32	42,000 *
33	41,496 *
34	40,420 *
35	39,984 *
36	38,235 *
37	38,151 *
38	37,260 *
39	36,734 *
40	36,508 *
41	27,773 *

AVERAGE "X" 51,320

AVERAGE ALL 51,146

AVERAGE R1 56,113

AVERAGE R2 43,319

LEVEL 4 AVG 52,025

LEVEL 5 AVG 48,266

**FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PERSONNEL**

RANK	SALARY
1	171,696 *
2	144,500 *
3	100,666 *
4	92,330 *
5	91,127 *
6	90,700 *
7	90,607 *
8	90,082 *
9	89,735 *
10	89,578 *
11	88,878 *
12	88,000 *
13	85,490 *
14	85,000 *
15	84,600 *
16	84,460 *
17	83,000 *
18	82,512 *
19	81,670 *
20	81,334 *
21	80,877 *
22	80,000 *
23	80,000 *

RANK	SALARY
24	80,000 *
25	80,000 *
26	79,667 *
27	79,450 *
28	78,540 *
29	77,500 *
30	77,100 *
31	77,070 *
32	76,910 *
33	75,000 *
34	75,000 *
35	74,372 *
36	73,495 *
37	73,124 *
38	72,484 *
39	71,900 *
40	70,967 *
41	70,500 *
42	70,000 *
43	69,840 *
44	69,168 *
45	68,600 *
46	68,000 *
47	67,689 *
48	65,500 *
49	65,260 *
50	64,313 *
51	64,100 *
52	62,400 *
53	61,911 *
54	61,645 *
55	60,624 *
56	60,000 *
57	58,414 *
58	56,484 *
59	56,120 *
60	55,445 *
61	54,073 *
62	54,000 *
63	51,613 *
64	51,302 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PERSONNEL

(CONTINUED)

AVERAGE "M" 77,175  
AVERAGE ALL 76,819AVERAGE R1 87,751  
AVERAGE R2 70,490  
AVERAGE D1 66,404LEVEL 3 AVG 82,156  
LEVEL 4 AVG 72,178FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PAYROLL

RANK	SALARY
1	91,800 *
2	79,072 *
3	76,035 *
4	73,780 *
5	73,500 *
6	72,694 *
7	71,400 *
8	70,488 *
9	69,550 *
10	63,768 *
11	63,527 *
12	63,465
13	( 62,561)*
14	61,800 *
15	61,200 *
16	60,000 *
17	59,600 *
18	58,673 *
19	58,556 *
20	58,410 *
21	58,240 *
22	57,200 *
23	56,300 *
24	56,152 *
25	54,900 *
26	54,750 *
27	54,555 *
28	54,555 *
29	53,612 *
30	53,500 *

RANK	SALARY
31	52,864 *
32	51,500 *
33	51,000 *
34	50,590 *
35	50,486 *
36	50,245 *
37	50,004 *
38	49,776 *
39	49,572
40	49,488
41	48,542 *
42	48,000 *
43	46,392 *
44	46,336 *
45	45,634 *
46	45,350 *
47	44,000 *
48	43,882 *
49	43,747 *
50	43,100 *
51	42,684 *
52	42,490 *
53	42,360 *
54	41,764 *
55	41,279 *
56	40,700 *
57	40,699 *
58	40,223 *
59	40,000
60	38,586 *
61	38,472 *
62	37,500 *
63	37,452 *
64	37,417 *
65	37,038 *
66	35,027 *
67	33,700 *
68	33,000 *
69	22,268 *

AVERAGE "M" 52,066  
AVERAGE ALL 51,983AVERAGE R1 56,580  
AVERAGE R2 48,175  
AVERAGE D1 46,190LEVEL 3 AVG 76,047  
LEVEL 4 AVG 52,983  
LEVEL 5 AVG 43,770FINANCIAL ADMINISTRATOR:  
DIRECTOR OF FACILITIES  
PLANNING

RANK	SALARY
1	128,232 *
2	100,664 *
3	94,100 *
4	( 93,500)*
5	90,414
6	86,000 *
7	83,066 *
8	81,224 *
9	79,926 *
10	79,640 *
11	78,681 *
12	77,600 *
13	76,729 *
14	76,159 *
15	75,425 *
16	74,760 *
17	74,100 *
18	72,981 *
19	72,500 *
20	72,205 *
21	70,243 *
22	70,175 *
23	70,000 *
24	69,756 *
25	69,600 *
26	68,500 *
27	68,251 *
28	66,963 *
29	66,939 *
30	66,919 *
31	66,164 *
32	65,810 *
33	65,295 *
34	63,998 *
35	63,355 *
36	62,389 *
37	61,742 *
38	61,620 *
39	61,240 *
40	60,410 *
41	57,086 *
42	56,063 *
43	55,584
44	55,344 *
45	55,165 *
46	54,573 *
47	54,500 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

**FINANCIAL ADMINISTRATOR:  
DIRECTOR OF FACILITIES  
PLANNING**

RANK	SALARY
(CONTINUED)	
48	54,155 *
49	53,541 *
50	52,923 *
51	49,000 *
52	48,765 *
53	47,311 *
54	46,116 *
55	40,014 *

AVERAGE "M" 68,329  
AVERAGE ALL 68,498

AVERAGE R1 75,046  
AVERAGE R2 62,840  
AVERAGE D1 61,475

LEVEL 3 AVG 72,260  
LEVEL 4 AVG 69,147  
LEVEL 5 AVG 57,496

**FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PHYSICAL  
PLANT**

RANK	SALARY
1	132,100 *
2	126,034 *
3	109,900 *
4	109,695 *
5	107,935 *
6	107,496 *
7	105,576 *
8	105,300 *
9	103,317 *
10	99,600 *
11	95,500 *
12	95,155 *
13	90,899 *
14	88,500 *
15	88,322 *
16	87,139 *
17	87,064 *
18	87,060 *
19	86,400 *
20	86,235 *

RANK	SALARY
21	85,934 *
22	85,690 *
23	85,574 *
24	85,200 *
25	84,495 *
26	84,460 *
27	84,270 *
28	83,902 *
29	83,768 *
30	83,320 *
31	83,160 *
32	83,000 *
33	83,000 *
34	82,958 *
35	82,000 *
36	81,679 *
37	81,566 *
38	81,151 *
39	80,000 *
40	80,000 *
41	79,943 *
42	79,659 *
43	79,320 *
44	78,936 *
45	78,563 *
46	76,836 *
47	76,816 *
48	76,690 *
49	75,064 *
50	75,000 *
51	74,850 *
52	72,610 *
53	72,500 *
54	72,450 *
55	72,000 *
56	71,260 *
57	70,349 *
58	68,400 *
59	68,000 *
60	67,983 *
61	67,698 *
62	67,236 *
63	67,062 *
64	66,500 *
65	66,415 *
66	64,900 *
67	64,884 *
68	64,375 *
69	63,000 *
70	62,831 *
71	55,805 *

RANK	SALARY
72	44,621 *
AVERAGE "M"	82,208
AVERAGE ALL	82,040
AVERAGE R1	91,068
AVERAGE R2	75,870
AVERAGE D1	72,674
LEVEL 3 AVG	85,930
LEVEL 4 AVG	79,565

**FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PUBLIC  
SAFETY**

RANK	SALARY
1	110,000 *
2	99,500 *
3	97,607 *
4	97,082 *
5	90,700 *
6	89,000 *
7	87,000 *
8	85,929 *
9	85,700 *
10	85,513 *
11	84,221 *
12	83,554 *
13	82,020 *
14	79,786 *
15	79,600 *
16	79,300 *
17	76,738 *
18	76,055 *
19	76,008 *
20	75,120 *
21	74,700 *
22	74,675 *
23	73,535 *
24	72,500 *
25	70,000 *
26	69,912 *
27	69,800 *
28	69,400 *
29	69,320 *
30	68,847 *
31	68,448 *
32	68,374 *
33	67,378 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PUBLIC  
SAFETYRANK SALARY  
(CONTINUED)

34	66,932 *
35	66,900 *
36	66,722 *
37	66,477 *
38	66,234 *
39	66,200 *
40	65,402 *
41	64,380 *
42	63,764 *
43	63,364 *
44	62,643 *
45	62,500 *
46	61,855 *
47	61,413 *
48	61,281 *
49	61,050 *
50	61,000 *
51	60,500 *
52	60,250 *
53	60,100 *
54	59,598
55	58,998 *
56	57,851 *
57	57,343 *
58	57,202 *
59	57,084
60	57,000 *
61	56,850 *
62	56,712 *
63	56,496 *
64	55,610 *
65	55,419 *
66	54,480 *
67	54,200 *
68	54,100 *
69	53,304 *
70	52,481 *
71	51,031 *
72	50,281 *
73	49,400
74	48,579 *
75	47,616 *
76	40,212 *
77	39,720 *
78	39,711 *
79	39,605 *

RANK SALARY  
(CONTINUED)

AVERAGE "x"	66,749
AVERAGE ALL	66,673
AVERAGE R1	73,618
AVERAGE R2	60,676
AVERAGE D1	61,711
LEVEL 3 AVG	69,052
LEVEL 4 AVG	66,726

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF HEALTH &  
ENVIRONMENTAL SAFETY

RANK	SALARY
1	97,503 *
2	94,450 *
3	94,000 *
4	91,900 *
5	90,640 *
6	90,000 *
7	87,400 *
8	86,292 *
9	85,350 *
10	84,960 *
11	84,777 *
12	83,494 *
13	83,475 *
14	82,020 *
15	80,515 *
16	79,407 *
17	77,600
18	75,941 *
19	75,500 *
20	74,940 *
21	73,468 *
22	72,850 *
23	72,000 *
24	70,466 *
25	70,400 *
26	70,000 *
27	68,292 *
28	68,225 *
29	67,844 *
30	66,499 *
31	66,073 *
32	65,874 *
33	65,804 *

RANK	SALARY
34	65,200 *
35	65,000 *
36	63,500 *
37	62,708 *
38	62,100 *
39	61,800 *
40	61,305 *
41	61,035 *
42	60,000 *
43	60,000 *
44	58,146 *
45	58,000 *
46	57,915 *
47	57,400 *
48	57,192 *
49	56,424
50	56,191 *
51	55,750 *
52	55,000 *
53	54,648 *
54	53,748 *
55	53,630 *
56	53,561 *
57	51,414 *
58	50,628
59	49,168 *
60	( 48,084 ) *
61	44,508 *
62	43,152 *
63	42,882 *
64	42,380 *
65	39,499 *
66	34,620 *
67	33,034 *

AVERAGE "x"	66,296
AVERAGE ALL	66,083

AVERAGE R1	74,367
AVERAGE R2	60,368
AVERAGE D1	51,465

LEVEL 3 AVG	73,525
LEVEL 4 AVG	66,334
LEVEL 5 AVG	52,747

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

ACADEMIC ADMINISTRATORS:  
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	230,200 *
2	216,674 *
3	205,000 *
4	200,004 *
5	186,936 *
6	181,000 *
7	180,250 *
8	176,034 *
9	175,000 *
10	173,000 *
11	170,100 *
12	170,010 *
13	168,000 *
14	165,000 *
15	165,000 *
16	163,662 *
17	162,570 *
18	162,500 *
19	161,300 *
20	(160,000)*
21	158,800 *
22	156,750 *
23	154,500
24	(150,000)*
25	150,000 *
26	149,999
27	149,690 *
28	149,350 *
29	148,502 *
30	147,500 *
31	147,390 *
32	147,100 *
33	146,550 *
34	146,259 *
35	145,000 *
36	145,000 *
37	144,924 *
38	144,200 *
39	143,900 *
40	143,823 *
41	143,200 *
42	141,300 *
43	140,000 *
44	138,009 *
45	138,000 *
46	135,000 *
47	135,000 *

RANK	SALARY
48	133,880 *
49	133,620 *
50	(133,448)*
51	132,500 *
52	131,000 *
53	(130,610)*
54	130,000 *
55	129,703 *
56	129,180 *
57	128,750 *
58	128,600 *
59	126,950 *
60	125,898 *
61	125,688
62	125,340
63	125,000 *
64	124,580 *
65	124,333 *
66	121,637 *
67	120,864
68	120,000 *
69	118,968 *
70	117,558 *
71	116,425
72	115,510 *
73	115,000 *
74	115,000 *
75	114,045 *
76	113,375 *
77	112,227 *
78	111,708 *
79	111,288 *
80	106,000 *
81	102,521 *
82	101,500 *
83	99,000 *
84	97,400 *
85	91,800 *
AVERAGE "M" 142,533	
AVERAGE ALL 141,799	
AVERAGE R1 156,563	
AVERAGE R2 128,475	
AVERAGE D1 135,606	
LEVEL 2 AVG 141,874	

ACADEMIC ADMINISTRATORS:  
INTERNATIONAL EDUCATION  
ADMINISTRATOR

RANK	SALARY
1	115,170 *
2	114,515 *
3	112,327 *
4	112,240 *
5	107,513 *
6	102,510 *
7	100,842 *
8	100,408 *
9	96,385 *
10	96,000 *
11	95,062 *
12	93,342 *
13	90,600 *
14	90,168 *
15	89,337 *
16	88,310 *
17	85,572
18	83,249 *
19	82,932 *
20	82,620 *
21	82,584
22	82,400 *
23	79,500 *
24	77,301 *
25	76,150 *
26	75,000 *
27	69,220 *
28	68,800
29	68,481 *
30	68,400 *
31	67,300 *
32	66,966 *
33	64,100 *
34	63,648 *
35	62,436 *
36	60,000 *
37	56,650 *
38	55,296 *
39	55,000 *
40	54,000 *
41	49,248 *
42	48,410 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

ACADEMIC ADMINISTRATORS:  
INTERNATIONAL EDUCATION  
ADMINISTRATOR

(CONTINUED)

AVERAGE "M" 80,847  
AVERAGE ALL 80,714AVERAGE R1 83,664  
AVERAGE D1 73,809LEVEL 3 AVG 84,747  
LEVEL 4 AVG 77,241RANK SALARY  
(CONTINUED)AVERAGE "M" 84,400  
AVERAGE ALL 82,635

AVERAGE R1 90,495

LEVEL 3 AVG 82,705  
LEVEL 4 AVG 61,455ACADEMIC ADMINISTRATORS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
36	100,050 *
37	99,550 *
38	99,500 *
39	99,031
40	97,850 *
41	97,500 *
42	97,393 *
43	97,000 *
44	96,747
45	95,056 *
46	95,050 *
47	95,000 *
48	95,000 *
49	94,697 *
50	94,151 *
51	( 94,080 ) *
52	93,812 *
53	93,441 *
54	93,416 *
55	93,300 *
56	93,289 *
57	93,000 *
58	92,424 *
59	92,024 *
60	92,000 *
61	91,777 *
62	90,384 *
63	90,381 *
64	89,000 *
65	88,865 *
66	87,760 *
67	86,600 *
68	86,533 *
69	86,223
70	85,539 *
71	83,653 *
72	82,840 *
73	82,658 *
74	82,658 *
75	82,271 *
76	81,960 *
77	81,672 *
78	79,500
79	78,043 *
80	77,774 *
81	77,388
82	75,961 *
83	72,670 *
84	70,000 *
85	65,837 *
86	64,100 *

ACADEMIC ADMINISTRATORS:  
DEAN/DIRECTOR OF  
ENROLLMENT MANAGEMENT

RANK	SALARY
1	165,000 *
2	110,000 *
3	104,500 *
4	97,200 *
5	94,037 *
6	93,000 *
7	92,560 *
8	91,773 *
9	90,074 *
10	88,850 *
11	87,852 *
12	87,834 *
13	86,422 *
14	86,200 *
15	84,460 *
16	82,500 *
17	80,068 *
18	80,012 *
19	75,835 *
20	75,195 *
21	75,000 *
22	72,824 *
23	72,820 *
24	( 72,520 ) *
25	68,500 *
26	61,200 *
27	58,339
28	57,790 *
29	57,536 *
30	56,040 *
31	55,750

RANK	SALARY
1	148,500 *
2	132,200 *
3	124,000 *
4	122,111 *
5	120,935 *
6	120,060 *
7	119,700 *
8	118,450 *
9	117,700 *
10	117,650 *
11	117,569 *
12	117,500 *
13	116,549 *
14	113,935 *
15	112,600 *
16	112,500 *
17	111,000 *
18	110,554 *
19	110,500 *
20	110,000 *
21	109,500 *
22	109,092 *
23	108,377 *
24	106,915 *
25	106,800 *
26	106,745 *
27	106,416 *
28	105,756
29	105,442 *
30	105,155 *
31	105,000 *
32	105,000 *
33	105,000 *
34	104,000 *
35	102,000 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY



TABLE I (CONTINUED)

## ACADEMIC ADMINISTRATORS:

## DIRECTOR OF LIBRARIES

RANK	SALARY
31	41,311 *
32	40,966 *

RANK	SALARY
34	71,200 *
35	70,394 *

(CONTINUED)

AVERAGE "M" 99,087

AVERAGE ALL 98,507

AVERAGE R1 107,538

AVERAGE R2 92,515

AVERAGE D1 92,030

LEVEL 3 AVG 100,253

LEVEL 4 AVG 93,895

AVERAGE "M" 70,744

AVERAGE ALL 69,548

AVERAGE R1 78,364

AVERAGE R2 65,458

LEVEL 3 AVG 68,325

LEVEL 4 AVG 71,096

## ACADEMIC ADMINISTRATORS:

DIRECTOR OF INSTITUTIONAL  
RESEARCH

## ACADEMIC ADMINISTRATORS:

## MUSEUM DIRECTOR

RANK	SALARY
1	103,953 *
2	102,382 *
3	97,678 *
4	91,237 *
5	88,470 *
6	88,168 *
7	82,351 *
8	80,600 *
9	77,392 *
10	76,800 *
11	73,788 *
12	73,522 *
13	72,980 *
14	71,000 *
15	70,360 *
16	68,595 *
17	67,860 *
18	66,125 *
19	65,720 *
20	63,900 *
21	62,000 *
22	61,800 *
23	61,127 *
24	60,262 *
25	59,500 *
26	57,304 *
27	54,125 *
28	51,320 *
29	49,228 *
30	43,716 *

RANK	SALARY
1	111,140 *
2	96,246 *
3	92,949 *
4	92,597 *
5	92,080 *
6	90,000 *
7	88,346 *
8	87,404 *
9	86,000 *
10	85,000 *
11	84,867 *
12	84,552 *
13	83,436 *
14	82,670 *
15	82,291 *
16	80,395 *
17	80,063 *
18	79,600 *
19	79,500 *
20	79,375 *
21	78,926 *
22	78,000 *
23	76,579 *
24	76,498 *
25	76,300 *
26	74,500 *
27	74,000 *
28	73,585 *
29	73,133 *
30	72,700 *
31	71,651 *
32	71,300 *
33	71,200 *

36	70,306 *
37	69,269 *
38	69,200 *
39	69,028 *
40	68,800 *
41	67,980 *
42	67,500 *
43	66,941 *
44	66,428 *
45	65,902 *
46	65,400 *
47	65,087 *
48	65,000 *
49	64,944 *
50	64,460 *
51	64,361 *
52	63,853 *
53	63,000 *
54	62,947 *
55	62,400 *
56	60,810 *
57	60,500 *
58	60,113 *
59	59,571 *
60	59,364 *
61	58,893 *
62	58,476 *
63	58,130 *
64	57,320 *
65	53,708 *
66	52,008 *
67	51,060 *
68	48,030 *
69	42,150 *

AVERAGE "M" 72,167

AVERAGE ALL 71,760

AVERAGE R1 76,524

AVERAGE R2 69,260

AVERAGE D1 68,870

LEVEL 3 AVG 75,630

LEVEL 4 AVG 70,221

LEVEL 5 AVG 72,084

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

ACADEMIC ADMINISTRATORS:  
REGISTRAR

RANK	SALARY
1	108,767 *
2	102,400 *
3	101,000 *
4	97,200 *
5	92,000 *
6	91,000 *
7	90,000 *
8	86,292 *
9	86,000 *
10	85,920 *
11	82,300 *
12	81,800 *
13	81,420 *
14	81,000 *
15	80,537 *
16	77,425 *
17	77,108 *
18	76,749 *
19	76,500 *
20	75,333 *
21	75,218 *
22	74,172 *
23	74,100 *
24	74,004 *
25	73,840 *
26	73,500 *
27	73,431 *
28	72,825 *
29	72,306 *
30	72,000 *
31	71,880 *
32	70,931 *
33	70,717 *
34	69,710 *
35	69,680 *
36	69,634 *
37	69,200 *
38	69,024 *
39	68,181 *
40	67,747 *
41	67,318 *
42	67,000 *
43	65,484 *
44	65,271 *
45	65,000 *
46	64,695 *
47	64,465 *

RANK	SALARY
48	64,130 *
49	64,000 *
50	63,717 *
51	63,349 *
52	63,151 *
53	62,213 *
54	61,600 *
55	( 61,123)*
56	61,032 *
57	60,483 *
58	60,224 *
59	59,234 *
60	58,160 *
61	58,061 *
62	57,751 *
63	57,292 *
64	57,276 *
65	57,192 *
66	57,000 *
67	56,650 *
68	55,104 *
69	54,530 *
70	53,841 *
71	51,291 *
72	49,201 *
73	48,134 *
74	48,000 *
75	46,374 *
76	46,115 *
77	45,744 *
78	43,784 *
79	42,010 *
80	40,700 *

AVERAGE "M" 68,349  
AVERAGE ALL 68,132

AVERAGE R1 70,431  
AVERAGE R2 65,811  
AVERAGE D1 66,247

LEVEL 3 AVG 72,400  
LEVEL 4 AVG 68,219  
LEVEL 5 AVG 45,574

ACADEMIC DEANS:  
AGRICULTURE

RANK	SALARY
1	181,387 *
2	155,800 *
3	146,800 *
4	144,207 *
5	144,200 *
6	143,526 *
7	143,000 *
8	142,000 *
9	139,000 *
10	138,500 *
11	135,000 *
12	132,709 *
13	130,900 *
14	128,524 *
15	128,500 *
16	127,890 *
17	127,000 *
18	126,720 *
19	125,100 *
20	121,172 *
21	(120,000)*
22	118,320 *
23	117,288 *
24	116,099 *
25	(114,999)*
26	113,712 *
27	113,630 *
28	111,560 *
29	105,653 *
30	105,515 *
31	102,957 *
32	101,500 *
33	99,276 *
34	98,712 *
35	94,990 *
36	93,679 *
37	87,290 *
38	75,300 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

## ACADEMIC DEANS:

## AGRICULTURE

RANK	SALARY
33	88,928 *

RANK	SALARY
16	130,007 *

(CONTINUED)

AVERAGE "M"	122,432
AVERAGE ALL	122,432

AVERAGE "M"	111,012
AVERAGE ALL	110,685

17	128,500 *
18	127,192 *
19	126,379 *
20	126,069 *
21	125,000 *
22	124,800 *
23	122,150 *
24	122,004 *
25	121,956 *
26	120,000 *
27	120,000 *
28	119,300 *
29	118,560 *
30	116,480 *
31	116,454 *
32	115,023 *
33	114,936 *
34	114,613 *
35	113,600 *
36	113,560 *
37	(112,926) *
38	110,280 *
39	110,000 *
40	109,136 *
41	109,000 *
42	108,321 *
43	107,387 *
44	105,636 *
45	105,547 *
46	100,000 *
47	98,487 *
48	97,000 *
49	96,312 *
50	94,712 *
51	90,814 *
52	86,835 *
53	85,000 *
54	84,019 *
55	82,500 *
56	81,350 *

AVERAGE R1	132,050
AVERAGE R2	114,716

AVERAGE R1	116,544
AVERAGE R2	101,791

LEVEL 3 AVG	110,865
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LEVEL 3 AVG	121,530
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ACADEMIC DEANS:  
ARTS AND LETTERS

## ACADEMIC DEANS:

ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	146,000 *
2	128,000 *
3	122,000 *
4	108,667 *
5	(108,000) *
6	94,064 *
7	78,765 *

RANK	SALARY
1	138,576 *
2	133,400 *
3	130,522 *
4	126,000 *
5	123,650 *
6	122,110 *
7	(120,500) *
8	120,363 *
9	117,750 *
10	117,000 *
11	116,690 *
12	116,391 *
13	115,500 *
14	115,137 *
15	112,000 *
16	111,250 *
17	108,800 *
18	108,150 *
19	106,947 *
20	106,507 *
21	106,395 *
22	(105,600) *
23	103,305 *
24	103,008 *
25	102,687 *
26	100,510 *
27	100,225 *
28	99,100 *
29	98,385 *
30	96,305 *
31	91,814 *
32	89,100 *

AVERAGE "M"	112,805
AVERAGE ALL	112,214

LEVEL 3 AVG	112,214
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ACADEMIC DEANS:  
ARTS AND SCIENCES

RANK	SALARY
1	199,000 *
2	155,800 *
3	152,000 *
4	150,000 *
5	150,000 *
6	145,000 *
7	142,000 *
8	142,000 *
9	140,000 *
10	138,200 *
11	135,000 *
12	135,000 *
13	134,619 *
14	134,000 *
15	133,200 *

AVERAGE "M"	120,806
AVERAGE ALL	119,601

AVERAGE R1	132,846
AVERAGE R2	109,344
AVERAGE D1	113,588

LEVEL 3 AVG	119,790
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\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

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TABLE I (CONTINUED)

ACADEMIC DEANS:  
CONTINUING EDUCATION

(CONTINUED)

AVERAGE "M" 95,609

AVERAGE ALL 94,916

AVERAGE R1 104,032

AVERAGE R2 91,880

LEVEL 3 AVG 98,282

LEVEL 4 AVG 62,006

ACADEMIC DEANS:  
EARTH SCIENCES/  
NATURAL RESOURCES

RANK	SALARY
1	140,000 *
2	(123,083)*
3	119,453 *
4	114,100 *
5	113,630 *
6	102,610 *
7	79,530 *

AVERAGE "M" 113,201

AVERAGE ALL 113,201

LEVEL 3 AVG 113,201

ACADEMIC DEANS:  
EDUCATION

RANK	SALARY
1	161,288 *
2	145,500 *
3	144,315 *
4	141,100 *
5	139,632 *
6	136,600 *
7	131,850 *
8	130,410 *
9	127,155 *
10	125,004 *
11	125,000 *

RANK	SALARY
12	124,667 *
13	122,720 *
14	122,366 *
15	122,000 *
16	121,540 *
17	121,000 *
18	120,500 *
19	120,500 *
20	120,051 *
21	(120,000)*
22	119,228 *
23	119,000 *
24	117,500 *
25	115,100 *
26	113,350 *
27	112,927 *
28	112,372 *
29	112,000 *
30	110,749 *
31	110,313 *
32	110,100 *
33	109,235 *
34	108,000 *
35	107,811 *
36	107,200 *
37	107,120 *
38	107,100 *
39	107,034 *
40	106,882 *
41	106,433 *
42	105,818 *
43	104,354 *
44	104,300 *
45	104,000 *
46	103,850 *
47	103,680 *
48	102,570 *
49	100,615 *
50	100,008 *
51	99,996 *
52	99,816 *
53	99,400 *
54	98,900 *
55	98,809 *
56	97,962 *
57	94,768 *
58	93,200 *
59	93,008 *
60	93,000 *
61	92,394 *
62	92,004 *

RANK	SALARY
63	92,000 *
64	91,705 *
65	91,545 *
66	91,504 *
67	91,226 *
68	88,175 *
69	86,804 *
70	86,383 *
71	86,151 *
72	83,546 *
73	82,901 *
74	78,500 *
75	77,760 *

AVERAGE "M" 109,467  
AVERAGE ALL 108,711AVERAGE R1 116,327  
AVERAGE R2 101,012  
AVERAGE D1 106,841

LEVEL 3 AVG 108,920

ACADEMIC DEANS:  
ENGINEERING

RANK	SALARY
1	206,100 *
2	198,000 *
3	190,000 *
4	186,000 *
5	177,820 *
6	176,135 *
7	175,812 *
8	174,720 *
9	166,000 *
10	165,165 *
11	162,163 *
12	161,732 *
13	155,000 *
14	155,000 *
15	154,149 *
16	154,000 *
17	152,400 *
18	152,300 *
19	152,168 *
20	150,000 *
21	145,600 *
22	143,434 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

ACADEMIC DEANS:  
ENGINEERING

RANK	SALARY
69	95,109 *
70	85,313 *

RANK SALARY  
(CONTINUED)

AVERAGE "M"	108,370
AVERAGE ALL	107,430
AVERAGE R1	112,267
LEVEL 3 AVG	107,850

RANK SALARY  
(CONTINUED)

23	143,000 *
24	143,000 *
25	143,000
26	141,803 *
27	141,800 *
28	141,000 *
29	140,382 *
30	139,681 *
31	139,219 *
32	139,050 *
33	136,500 *
34	136,299 *
35	(135,500)*
36	135,390 *
37	135,000 *
38	133,175 *
39	132,348
40	131,560 *
41	130,000 *
42	128,603 *
43	126,607 *
44	126,558 *
45	126,480 *
46	126,240 *
47	125,145 *
48	124,212 *
49	121,992 *
50	120,000 *
51	119,016 *
52	118,742 *
53	118,080 *
54	118,040 *
55	117,575 *
56	116,735 *
57	114,752 *
58	113,821 *
59	111,188 *
60	111,100 *
61	110,405 *
62	107,678 *
63	106,920 *
64	105,050 *
65	104,455 *
66	100,500 *
67	96,380 *
68	95,325 *

AVERAGE "M"	136,589
AVERAGE ALL	136,620
AVERAGE R1	149,134
AVERAGE R2	125,074
AVERAGE D1	128,245
LEVEL 3 AVG	136,896

ACADEMIC DEANS:  
FINE ARTS

RANK	SALARY
1	147,500 *
2	135,000 *
3	130,632 *
4	125,000 *
5	120,000 *
6	119,157 *
7	115,000 *
8	114,000 *
9	111,200 *
10	108,350 *
11	108,000 *
12	108,000 *
13	108,000 *
14	107,650 *
15	104,800 *
16	104,640
17	102,430 *
18	102,167 *
19	101,210 *
20	99,324
21	96,340 *
22	95,748
23	95,000 *
24	( 95,000)*
25	88,149 *
26	84,000 *
27	74,305 *

ACADEMIC DEANS:  
FORESTRY

RANK	SALARY
1	143,000 *
2	127,600 *
3	123,640 *
4	108,150 *
5	102,804 *
6	98,730 *
7	88,093 *
8	83,120 *

AVERAGE "M"	109,392
AVERAGE ALL	109,392

LEVEL 3 AVG	109,392
-------------	---------

ACADEMIC DEANS:  
GRADUATE

RANK	SALARY
1	172,000 *
2	153,500 *
3	149,400 *
4	149,050 *
5	146,343 *
6	142,500 *
7	140,004 *
8	137,600 *
9	135,000 *
10	134,002 *
11	133,000 *
12	(127,463)*
13	126,634 *
14	125,952 *
15	(121,900)*

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

ACADEMIC DEANS:  
GRADUATE

RANK	SALARY
(CONTINUED)	
16	121,500 *
17	120,230 *
18	116,500 *
19	116,000 *
20	115,274 *
21	112,415 *
22	111,000 *
23	110,749 *
24	106,100 *
25	105,876 *
26	105,000 *
27	104,500 *
28	104,000 *
29	103,922 *
30	103,900 *
31	102,532 *
32	102,312
33	101,825 *
34	101,450 *
35	(101,416) *
36	101,198 *
37	100,000 *
38	100,000 *
39	99,899 *
40	99,500 *
41	99,282 *
42	98,732
43	98,510 *
44	98,210 *
45	98,000
46	97,010 *
47	95,700 *
48	95,388
49	92,700 *
50	92,700 *
51	92,576 *
52	92,400 *
53	91,124 *
54	90,937 *
55	90,932 *
56	88,603 *
57	88,310 *
58	87,720 *
59	86,652 *
60	81,400 *
61	80,834 *

RANK	SALARY
62	68,220 *

AVERAGE "x"	109,879
AVERAGE ALL	109,151

AVERAGE R1	117,818
AVERAGE R2	102,395
AVERAGE D1	100,838
LEVEL 2 AVG	112,159
LEVEL 3 AVG	108,944

ACADEMIC DEANS:  
HEALTH/PHYSICAL  
EDUCATION/RECREATION

RANK	SALARY
1	118,500 *
2	113,510 *
3	112,300 *
4	108,000 *
5	107,500 *
6	107,187 *
7	105,900 *
8	104,620 *
9	96,521 *
10	93,867
11	83,600 *
12	81,714 *

AVERAGE "x"	103,577
AVERAGE ALL	102,768

LEVEL 3 AVG	102,768
-------------	---------

ACADEMIC DEANS:  
HOME ECONOMICS

RANK	SALARY
1	135,865 *
2	133,600 *
3	125,500 *
4	125,000 *
5	(118,000) *
6	116,511 *
7	114,600 *
8	114,505 *

RANK	SALARY
9	114,000 *
10	113,006 *
11	111,010 *
12	107,490 *
13	106,750 *
14	104,000 *
15	102,280 *
16	102,000 *
17	93,000 *
18	89,800 *
19	87,394 *
20	77,280 *

AVERAGE "x"	109,580
AVERAGE ALL	109,580

AVERAGE R1	114,432
------------	---------

LEVEL 3 AVG	111,280
-------------	---------

ACADEMIC DEANS:  
HUMANITIES

RANK	SALARY
1	151,044 *
2	120,595 *
3	115,000 *
4	109,304 *
5	(108,000) *
6	( 95,000) *
7	89,900 *
8	85,000 *

AVERAGE "x"	109,230
AVERAGE ALL	109,230

LEVEL 3 AVG	109,230
-------------	---------

ACADEMIC DEANS:  
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	133,931 *
2	132,000 *
3	130,000 *
4	127,330 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

ACADEMIC DEANS:  
JOURNALISM/COMMUNICATIONS

RANK	SALARY
(CONTINUED)	
5	125,989 *
6	125,855 *
7	120,000 *
8	118,530 *
9	112,175 *
10	111,450 *
11	110,380 *
12	110,231 *
13	109,852 *
14	108,600 *
15	108,000 *
16	101,552 *
17	99,760 *
18	93,912 *
19	91,670 *
20	90,371 *
21	90,000
22	80,700 *
23	72,000 *

AVERAGE "x" 109,740  
AVERAGE ALL 108,882

AVERAGE R1 113,111

LEVEL 3 AVG 110,163

ACADEMIC DEANS:  
LAW

RANK	SALARY
1	222,810 *
2	220,000 *
3	185,688 *
4	181,824 *
5	180,000 *
6	176,034 *
7	172,237 *
8	167,000
9	167,000 *
10	164,241 *
11	159,500 *
12	158,500 *
13	157,195 *

RANK	SALARY
14	155,728 *
15	155,080 *
16	155,000 *
17	153,000 *
18	152,500 *
19	151,500 *
20	149,250 *
21	147,930 *
22	145,046 *
23	143,671 *
24	141,739 *
25	140,246 *
26	140,000 *
27	139,000 *
28	138,099 *
29	137,501 *
30	137,000 *
31	136,000 *
32	134,550 *
33	134,160 *
34	131,507 *
35	129,420 *
36	118,304 *
37	113,300 *
38	104,045 *
39	90,000 *
40	87,840 *

AVERAGE "x" 148,883  
AVERAGE ALL 149,336

AVERAGE R1 156,240

LEVEL 3 AVG 150,801

ACADEMIC DEANS:  
LIBERAL ARTS

RANK	SALARY
1	148,351 *
2	145,000 *
3	136,722 *
4	118,000 *
5	110,746 *
6	104,960 *
7	103,680 *
8	103,290 *
9	102,804 *
10	99,504 *

RANK	SALARY
11	93,300 *
AVERAGE "x"	115,123
AVERAGE ALL	115,123

LEVEL 3 AVG 112,136

ACADEMIC DEANS:  
LIBRARY SCIENCE

RANK	SALARY
1	180,300 *
2	117,791 *
3	116,250 *
4	110,000 *
5	109,695 *
6	107,100 *
7	105,707 *
8	101,500 *
9	(100,000)*
10	100,000 *
11	93,731 *
12	84,225
13	77,200 *
14	55,652 *

AVERAGE "x" 105,764  
AVERAGE ALL 104,225

LEVEL 3 AVG 110,525

ACADEMIC DEANS:  
MATHEMATICS

RANK	SALARY
1	132,930 *
2	131,500 *
3	(125,000)*
4	(123,083)*
5	111,425 *
6	110,000 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY



TABLE I (CONTINUED)

ACADEMIC DEANS:  
MATHEMATICSRANK SALARY  
(CONTINUED)

RANK	SALARY
6	123,434 *
7	123,000
8	118,932 *
9	118,000 *
10	112,519 *
11	108,170 *
12	89,301 *
13	85,500 *

(CONTINUED)

AVERAGE "R"	122,323
AVERAGE ALL	122,323

AVERAGE "R"	119,442
AVERAGE ALL	119,442

LEVEL 3 AVG	123,381
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LEVEL 3 AVG	124,788
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ACADEMIC DEANS:  
SCIENCE

AVERAGE "R"	122,684
AVERAGE ALL	122,708

ACADEMIC DEANS:  
MUSIC

RANK	SALARY
1	191,070 *
2	149,999 *
3	144,200 *
4	140,000 *
5	126,986 *
6	(125,000) *
7	118,089 *
8	117,300 *
9	116,080 *
10	116,000
11	110,748 *
12	109,357 *
13	109,108 *
14	106,464 *
15	104,088 *
16	100,572 *
17	95,275 *
18	90,500 *

LEVEL 3 AVG	122,708
-------------	---------

RANK	SALARY
1	153,500 *
2	143,800 *
3	121,938 *
4	114,570 *
5	110,301 *
6	104,011 *
7	99,200 *
8	98,280 *
9	98,000 *
10	95,148 *
11	94,760 *
12	87,000 *

ACADEMIC DEANS:  
SOCIAL WORK

RANK	SALARY
1	151,000 *
2	146,022 *
3	139,337 *
4	128,500
5	126,000 *
6	123,000 *
7	122,000 *
8	115,164 *
9	114,000 *
10	110,500 *
11	110,000 *
12	108,000 *
13	107,500 *
14	106,100 *
15	106,100 *
16	98,900 *
17	96,945 *
18	96,000 *
19	95,696 *
20	95,600 *
21	94,760 *
22	91,392 *
23	89,615 *
24	86,387 *

AVERAGE "R"	110,042
AVERAGE ALL	110,042

AVERAGE "R"	120,873
AVERAGE ALL	120,602

LEVEL 3 AVG	112,137
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AVERAGE R1	129,797
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ACADEMIC DEANS:  
PUBLIC AFFAIRS

LEVEL 3 AVG	120,602
-------------	---------

RANK	SALARY
1	155,923 *
2	121,100 *
3	111,000 *
4	105,500 *
5	103,685 *

ACADEMIC DEANS:  
SOCIAL AND BEHAVIORAL  
SCIENCES

RANK	SALARY
1	166,776 *
2	147,500 *
3	138,500 *
4	133,576 *
5	130,000 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

## ACADEMIC DEANS:

## SOCIAL WORK

RANK	SALARY
4	95,000 *
5	93,850 *
6	92,700 *
7	92,367 *
8	89,722 *
9	71,198 *
10	56,000 *

(CONTINUED)

AVERAGE "x" 110,001

AVERAGE ALL 110,772

AVERAGE R1 113,390

LEVEL 3 AVG 112,342

AVERAGE "x" 89,913

AVERAGE ALL 91,021

LEVEL 3 AVG 91,021

## ACADEMIC DEANS:

## UNDERGRADUATE STUDIES

RANK	SALARY
1	135,300 *
2	122,000 *
3	118,597 *
4	108,500 *
5	107,900 *
6	104,500 *
7	96,500
8	94,860
9	90,037 *
10	89,018 *
11	87,056 *
12	85,263 *
13	81,260 *
14	78,660 *
15	78,180 *
16	( 73,177) *

AVERAGE "x" 97,103

AVERAGE ALL 96,926

AVERAGE R1 99,228

LEVEL 3 AVG 98,175

## MEDICAL DEANS:

## DENTISTRY

RANK	SALARY
1	194,000
2	178,500 *
3	170,500 *
4	163,655 *
5	159,523 *
6	154,000 *
7	149,000 *
8	138,204 *
9	135,566 *
10	135,432 *
11	134,591 *
12	130,110 *
13	126,000 *
14	125,280 *
15	99,300 *
16	82,700 *

AVERAGE "x" 138,824

AVERAGE ALL 142,273

AVERAGE R1 144,912

LEVEL 3 AVG 142,273

## ACADEMIC DEANS:

UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	112,827 *
2	105,550 *
3	101,000

## MEDICAL DEANS:

HEALTH-RELATED  
PROFESSIONAL

RANK	SALARY
1	161,000 *

RANK	SALARY
2	128,000 *
3	126,000 *
4	125,000 *
5	120,100 *
6	117,447 *
7	117,000 *
8	115,206 *
9	114,605 *
10	114,000
11	113,960 *
12	110,616 *
13	109,535 *
14	107,600 *
15	105,500 *
16	105,100 *
17	104,148
18	101,112 *
19	99,282 *
20	97,607 *
21	89,143 *
22	86,395 *
23	85,628

AVERAGE "x" 112,510

AVERAGE ALL 111,043

AVERAGE R1 120,355

LEVEL 3 AVG 111,043

## MEDICAL DEANS:

## MEDICINE

RANK	SALARY
1	420,717 *
2	405,200
3	340,000 *
4	294,370 *
5	275,000 *
6	254,658 *
7	250,796 *
8	246,080 *
9	233,690 *
10	233,484 *
11	227,400 *
12	224,700 *
13	216,700 *
14	198,739 *
15	197,948 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

## MEDICAL DEANS:

## MEDICINE

RANK	SALARY
(CONTINUED)	
16	188,100 *
17	179,549 *
18	162,985 *
19	151,920 *
20	149,866 *
21	140,040 *
22	137,115 *
23	127,200 *
24	125,000 *
25	83,148 *
26	80,500 *
AVERAGE "M"	205,588
AVERAGE ALL	213,266
AVERAGE R1	221,258
LEVEL 2 AVG	212,930
LEVEL 3 AVG	213,327

## MEDICAL DEANS:

## NURSING

RANK	SALARY
1	165,000 *
2	163,800 *
3	156,690 *
4	147,500 *
5	145,487 *
6	143,812 *
7	136,500 *
8	136,000 *
9	136,000 *
10	131,327 *
11	126,600 *
12	125,000 *
13	120,984 *
14	120,500 *
15	119,600 *
16	119,500 *
17	117,000 *
18	116,506 *
19	116,281 *
20	115,105 *

## RANK

## SALARY

21	113,899 *
22	113,300 *
23	111,000 *
24	108,907 *
25	107,052 *
26	106,513 *
27	105,134 *
28	101,500 *
29	100,496 *
30	98,332 *
31	98,086 *
32	95,876 *
33	93,215 *
34	91,493 *
35	90,015 *
36	89,630 *
37	82,194 *

AVERAGE "M"	117,981
AVERAGE ALL	117,996
AVERAGE R1	127,314
LEVEL 3 AVG	117,996

## MEDICAL DEANS:

## PHARMACY

RANK	SALARY
1	167,000 *
2	156,000 *
3	152,496 *
4	147,000 *
5	146,783 *
6	145,000 *
7	139,224 *
8	139,050 *
9	137,100 *
10	136,000 *
11	135,893 *
12	129,168 *
13	126,000 *
14	125,500 *
15	125,026 *
16	120,856 *
17	120,000 *
18	119,835 *
19	116,600 *
20	114,500 *

## RANK

## SALARY

21	110,210 *
22	106,704 *
23	106,296 *
24	105,593 *
25	91,500 *
26	81,663 *

AVERAGE "M"	125,800
AVERAGE ALL	126,961
AVERAGE R1	134,850
LEVEL 3 AVG	127,460

## MEDICAL DEANS:

## PUBLIC HEALTH

RANK	SALARY
1	165,250 *
2	165,000 *
3	160,680 *
4	156,700 *
5	156,000 *
6	125,960 *

AVERAGE "M"	154,932
AVERAGE ALL	154,932

LEVEL 3 AVG	154,932
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## MEDICAL DEANS:

## VETERINARY MEDICINE

RANK	SALARY
1	154,830 *
2	153,878 *
3	147,000 *
4	146,663 *
5	142,500 *
6	141,200 *
7	140,000 *
8	138,825 *
9	137,600 *
10	131,750 *
11	131,340 *
12	126,197 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

MEDICAL DEANS:		RANK	SALARY	RANK	SALARY
VETERINARY MEDICINE		27	115,000	78	86,275 *
		28	114,915 *	79	85,510 *
		29	114,636 *	80	84,000 *
RANK	SALARY	30	114,368 *	81	83,640 *
(CONTINUED)		31	113,703 *	82	81,868 *
13	122,471 *	32	113,695 *		
14	118,150 *	33	112,800 *	AVERAGE "M"	109,925
15	115,279 *	34	112,275 *	AVERAGE ALL	109,570
16	115,008 *	35	112,100 *		
17	102,723 *	36	110,500 *	AVERAGE R1	118,401
18	94,980 *	37	110,000 *	AVERAGE R2	102,426
		38	110,000 *	AVERAGE D1	103,845
AVERAGE "M"	131,133	39	109,701 *		
AVERAGE ALL	131,133	40	109,513 *	LEVEL 2 AVG	111,417
		41	109,500 *	LEVEL 3 AVG	99,768
AVERAGE R1	137,969	42	109,000 *		
		43	109,000 *		
LEVEL 3 AVG	131,133	44	108,909 *		
		45	106,661 *		
		46	106,530 *		
STUDENT SERVICES ADMIN.:		47	106,300 *		
CHIEF STUDENT SERVICES		48	105,102 *		
OFFICER		49	105,000 *		
		50	104,400 *		
RANK	SALARY	51	104,000 *	RANK	SALARY
1	173,243 *	52	103,734 *	1	117,600 *
2	160,176 *	53	103,000 *	2	102,012 *
3	149,350 *	54	102,516 *	3	95,981 *
4	136,176 *	55	102,251 *	4	95,100 *
5	135,000 *	56	101,355 *	5	92,600 *
6	129,782 *	57	101,181	6	92,524 *
7	129,228 *	58	100,940 *	7	90,000
8	128,960 *	59	100,520	8	( 84,455) *
9	125,000 *	60	100,000 *	9	84,200 *
10	125,000 *	61	99,254 *	10	84,082 *
11	124,000 *	62	97,850 *	11	84,000 *
12	123,837 *	63	97,440 *	12	83,072 *
13	122,000 *	64	97,253 *	13	82,400 *
14	121,500 *	65	96,374 *	14	82,203 *
15	120,000 *	66	96,000 *	15	82,000 *
16	120,000 *	67	95,500 *	16	81,665 *
17	119,960 *	68	95,400 *	17	79,500
18	119,000 *	69	95,004 *	18	78,042 *
19	118,500 *	70	94,860 *	19	76,875 *
20	118,450 *	71	94,650 *	20	75,047 *
21	118,125 *	72	92,000 *	21	74,552 *
22	118,000 *	73	91,055 *	22	73,460 *
23	117,797 *	74	90,020 *	23	73,150 *
24	117,400 *	75	90,000 *	24	72,250 *
25	116,300 *	76	87,996	25	72,000 *
26	115,872	77	87,070 *	26	70,343
				27	70,029 *
				28	70,018 *
				29	69,523 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

STUDENT SERVICES ADMIN.:  
DIRECTOR OF HOUSINGRANK      SALARY  
(CONTINUED)

30      69,060 \*

31      68,775 \*

32      67,554 \*

33      67,177 \*

34      66,049 \*

35      66,000 \*

36      ( 65,806) \*

37      65,262 \*

38      64,964 \*

39      64,610 \*

40      64,566 \*

41      64,200 \*

42      63,777 \*

43      63,256 \*

44      63,000 \*

45      63,000 \*

46      62,500 \*

47      62,400 \*

48      62,400 \*

49      61,585 \*

50      61,560 \*

51      61,200 \*

52      61,000 \*

53      60,500 \*

54      60,130 \*

55      60,075 \*

56      60,019 \*

57      59,119 \*

58      58,200 \*

59      58,012 \*

60      56,020 \*

61      55,601 \*

62      55,362 \*

63      55,008 \*

64      55,000 \*

65      55,000 \*

66      54,632 \*

67      54,500 \*

68      54,100 \*

69      52,058 \*

70      50,493 \*

71      49,853 \*

72      49,591 \*

73      49,056 \*

74      48,823 \*

75      48,662 \*

RANK      SALARY

76      47,730 \*

77      46,287 \*

78      45,991 \*

79      43,784 \*

80      41,594 \*

81      41,000 \*

AVERAGE "X"      66,269

AVERAGE ALL      66,600

AVERAGE R1      73,383

AVERAGE R2      60,852

AVERAGE D1      62,514

LEVEL 3 AVG      75,352

LEVEL 4 AVG      64,209

STUDENT SERVICES ADMIN.:  
DIRECTOR OF DINING  
SERVICES

RANK      SALARY

1      90,338 \*

2      86,700 \*

3      84,510 \*

4      84,500 \*

5      79,545 \*

6      75,057 \*

7      73,892 \*

8      73,430 \*

9      73,027 \*

10      73,000 \*

11      72,606 \*

12      72,430 \*

13      69,735 \*

14      68,550 \*

15      68,420 \*

16      66,700 \*

17      64,890 \*

18      60,019 \*

19      59,675 \*

20      59,250 \*

21      58,692 \*

22      58,500 \*

23      58,298 \*

24      55,938 \*

25      55,500 \*

26      55,290 \*

27      55,191 \*

28      53,040 \*

RANK      SALARY

29      53,000 \*

30      52,776 \*

31      50,328 \*

32      50,103 \*

33      50,000 \*

34      49,900 \*

35      44,640 \*

36      43,447 \*

37      38,199 \*

AVERAGE "X"      63,200

AVERAGE ALL      63,219

AVERAGE R1      68,145

LEVEL 3 AVG      74,262

LEVEL 4 AVG      64,329

LEVEL 5 AVG      50,161

STUDENT SERVICES ADMIN.:  
DEAN OF STUDENT  
AFFAIRS

RANK      SALARY

1      122,520 \*

2      100,000 \*

3      98,119 \*

4      93,600 \*

5      93,326 \*

6      91,669 \*

7      89,571 \*

8      87,530

9      85,800 \*

10      85,200 \*

11      85,200 \*

12      84,600 \*

13      84,214 \*

14      84,200 \*

15      84,156 \*

16      80,000 \*

17      79,500 \*

18      79,344 \*

19      79,140 \*

20      78,677 \*

21      78,500 \*

22      78,301 \*

23      77,765 \*

24      77,350 \*

25      77,293 \*

26      77,249 \*

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

## STUDENT SERVICES ADMIN.:

DEAN OF STUDENT  
AFFAIRS

RANK	SALARY
(CONTINUED)	
27	76,809 *
28	75,500 *
29	75,000 *
30	74,134 *
31	72,240
32	( 71,440)*
33	71,021 *
34	69,095 *
35	69,034 *
36	68,669 *
37	67,980 *
38	65,165 *
39	63,600 *
40	63,433 *
41	62,400 *
42	62,160 *
43	62,000
44	58,703 *
45	58,585 *
46	57,112 *
47	54,624 *
48	52,463 *
49	49,594 *
50	48,821 *
51	44,748 *
52	42,276 *

AVERAGE "M" 74,442  
AVERAGE ALL 74,412

AVERAGE R1 78,509  
AVERAGE R2 69,601  
AVERAGE D1 70,511

LEVEL 3 AVG 74,530  
LEVEL 4 AVG 74,190

## STUDENT SERVICES ADMIN.:

DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	156,900 *
2	153,719 *
3	152,964 *

## RANK

## SALARY

4	136,185 *
5	129,468 *
6	129,000 *
7	128,123 *
8	126,900 *
9	122,916 *
10	121,567 *
11	115,299 *
12	115,254 *
13	112,332 *
14	107,448 *
15	106,173 *
16	104,547 *
17	102,133 *
18	101,034 *
19	99,996 *
20	99,960 *
21	99,173
22	98,724 *
23	98,500 *
24	98,400 *
25	96,642 *
26	95,900 *
27	95,059 *
28	95,052 *
29	93,659 *
30	93,503 *
31	90,349 *
32	90,124 *
33	88,542 *
34	87,633 *
35	87,288 *
36	86,875 *
37	86,088 *
38	86,081 *
39	85,204 *
40	83,677 *
41	83,000 *
42	82,400 *
43	81,508 *
44	81,370
45	78,564 *
46	78,288
47	78,000 *
48	76,970 *
49	76,366 *
50	76,100 *
51	75,510 *
52	73,236
53	72,800 *
54	72,000 *

## RANK

## SALARY

55	( 70,100)*
56	70,000 *
57	69,597 *
58	68,985 *
59	66,950 *
60	64,492 *
61	64,000 *
62	54,457 *
63	53,028 *
64	50,703 *
65	49,500 *
66	48,095 *
67	46,476 *

AVERAGE "M" 91,886  
AVERAGE ALL 91,357

AVERAGE R1 102,172  
AVERAGE R2 84,722  
AVERAGE D1 72,328

LEVEL 3 AVG 88,768  
LEVEL 4 AVG 91,529

## STUDENT SERVICES ADMIN.:

DIRECTOR OF CAREER  
SERVICES

RANK	SALARY
1	89,259 *
2	82,100 *
3	81,400 *
4	80,616 *
5	79,554 *
6	79,011 *
7	77,292
8	75,330 *
9	74,822 *
10	74,000 *
11	73,213 *
12	71,420 *
13	71,006 *
14	70,045 *
15	68,543 *
16	68,070 *
17	67,600 *
18	66,850 *
19	66,771 *
20	65,992 *
21	65,016 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

## STUDENT SERVICES ADMIN.:

DIRECTOR OF CAREER  
SERVICESRANK      SALARY  
(CONTINUED)

22      64,682  
23      64,340 \*  
24      64,260 \*  
25      64,173 \*  
26      64,078 \*  
27      63,545 \*  
28      63,000 \*  
29      63,000 \*  
30      62,784 \*  
31      62,594 \*  
32      62,503 \*  
33      61,893 \*  
34      61,607 \*  
35      59,370 \*  
36      59,355 \*  
37      59,070 \*  
38      58,620 \*  
39      57,904 \*  
40      57,778 \*  
41      57,577 \*  
42      56,000 \*  
43      55,584 \*  
44      55,000 \*  
45      54,500 \*  
46      54,366 \*  
47      54,010 \*  
48      54,000 \*  
49      53,367 \*  
50      53,345 \*  
51      53,248 \*  
52      53,000 \*  
53      52,266 \*  
54      51,455 \*  
55      51,325 \*  
56      50,650 \*  
57      50,625 \*  
58      50,000 \*  
59      49,393 \*  
60      48,988 \*  
61      48,569 \*  
62      48,500  
63      48,000 \*  
64      47,512 \*  
65      47,424 \*  
66      47,124 \*  
67      47,000 \*

RANK

SALARY

68      46,994 \*  
69      46,691 \*  
70      46,568 \*  
71      46,296 \*  
72      46,267 \*  
73      46,206 \*  
74      44,805 \*  
75      44,554  
76      43,776 \*  
77      42,170 \*  
78      41,268 \*  
79      40,000 \*  
80      30,160 \*

AVERAGE "X"      58,500

AVERAGE ALL      58,513

AVERAGE R1      63,641

AVERAGE R2      54,758

AVERAGE D1      54,666

LEVEL 3 AVG      58,995

LEVEL 4 AVG      58,854

## STUDENT SERVICES ADMIN.:

DIRECTOR OF STUDENT  
UNION

RANK

SALARY

1      106,068 \*  
2      91,000 \*  
3      84,024 \*  
4      83,356 \*  
5      82,568 \*  
6      80,400 \*  
7      80,168 \*  
8      77,556 \*  
9      76,722 \*  
10      76,000 \*  
11      74,000 \*  
12      71,500 \*  
13      70,833 \*  
14      70,576 \*  
15      70,400 \*  
16      69,735 \*  
17      69,084 \*  
18      68,652  
19      68,120 \*  
20      67,680  
21      66,987 \*

RANK

SALARY

22      ( 66,304)\*  
23      66,131 \*  
24      66,035 \*  
25      66,000 \*  
26      65,119 \*  
27      63,000 \*  
28      62,183 \*  
29      62,000 \*  
30      61,439 \*  
31      61,347 \*  
32      61,096 \*  
33      60,805 \*  
34      60,442 \*  
35      59,601 \*  
36      59,550 \*  
37      59,038 \*  
38      58,944 \*  
39      58,545  
40      58,105 \*  
41      57,646 \*  
42      57,585 \*  
43      57,371 \*  
44      57,178 \*  
45      55,460 \*  
46      54,769 \*  
47      54,750 \*  
48      54,720 \*  
49      54,709 \*  
50      54,175 \*  
51      54,162 \*  
52      53,000 \*  
53      52,838 \*  
54      52,561 \*  
55      52,530 \*  
56      52,250 \*  
57      52,008 \*  
58      50,095 \*  
59      50,042 \*  
60      ( 49,919)\*  
61      49,804 \*  
62      49,474 \*  
63      49,000 \*  
64      47,900 \*  
65      46,183 \*  
66      46,053 \*  
67      45,371 \*  
68      45,000 \*  
69      41,340 \*  
70      39,192  
71      37,201 \*

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
UNION

(CONTINUED)

AVERAGE "X" 61,512

AVERAGE ALL 61,344

AVERAGE R1 67,936

AVERAGE R2 59,212

AVERAGE D1 53,732

LEVEL 3 AVG 67,985

LEVEL 4 AVG 60,041

STUDENT SERVICES ADMIN.:  
DIRECTOR OF MINORITY/  
MULTICULTURAL AFFAIRS

RANK	SALARY
1	121,008 *
2	118,450 *
3	97,300 *
4	94,500 *
5	90,640 *
6	90,607 *
7	87,588 *
8	( 87,000)*
9	81,028 *
10	78,275 *
11	( 77,333)*
12	75,835 *
13	72,400 *
14	71,690 *
15	71,050 *
16	68,250 *
17	67,724 *
18	66,700 *
19	66,491 *
20	65,285 *
21	64,830 *
22	62,436 *
23	61,200 *
24	60,972 *
25	60,048 *
26	59,615 *
27	59,034 *
28	58,888 *
29	58,849 *
30	56,623 *

RANK	SALARY
31	55,633 *
32	54,957
33	54,900 *
34	53,000 *
35	51,288 *
36	50,000 *
37	50,000 *
38	49,595 *
39	49,102 *
40	49,065 *
41	46,124 *
42	43,981 *
43	42,024 *
44	41,677 *
45	41,550 *
46	40,368 *
47	39,900 *
48	38,840 *
49	38,665 *
50	26,928 *

AVERAGE "X" 63,557

AVERAGE ALL 63,385

AVERAGE R1 69,741

AVERAGE R2 59,553

LEVEL 2 AVG 108,819

LEVEL 3 AVG 69,672

LEVEL 4 AVG 57,848

STUDENT SERVICES ADMIN.:  
DIRECTOR OF COUNSELING

RANK	SALARY
1	102,057 *
2	100,092 *
3	96,540
4	92,520 *
5	90,500 *
6	87,384 *
7	( 86,900)*
8	85,786 *
9	84,625 *
10	84,035 *
11	82,191
12	( 80,855)*
13	80,577 *
14	77,226 *

RANK	SALARY
15	75,500 *
16	74,412 *
17	74,314 *
18	73,800 *
19	73,700 *
20	73,200 *
21	73,184 *
22	73,090 *
23	73,000 *
24	72,339 *
25	72,100 *
26	71,147 *
27	70,800 *
28	70,233 *
29	69,844 *
30	69,613 *
31	68,788 *
32	68,433 *
33	68,292
34	68,180 *
35	67,882 *
36	67,028 *
37	67,000 *
38	66,391 *
39	66,023 *
40	64,832 *
41	64,743 *
42	64,440 *
43	64,236 *
44	64,210 *
45	63,861 *
46	63,000 *
47	61,467 *
48	61,228 *
49	60,792 *
50	60,042 *
51	58,270 *
52	58,000 *
53	57,802
54	57,790 *
55	57,500 *
56	57,401 *
57	57,346 *
58	56,271 *
59	56,268 *
60	55,452 *
61	55,376 *
62	55,116 *
63	54,700 *
64	54,581 *
65	54,091 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY



TABLE I (CONTINUED)

STUDENT SERVICES ADMIN.:  
DIRECTOR OF COUNSELING

RANK	SALARY
(CONTINUED)	
66	53,175 *
67	53,038 *
68	50,700 *
69	50,000 *
70	47,537 *
71	46,350
72	45,473 *
73	45,000 *
74	31,484 *

AVERAGE "M" 66,811  
AVERAGE ALL 67,043

AVERAGE R1 70,194  
AVERAGE R2 65,097  
AVERAGE D1 62,393

LEVEL 3 AVG 77,686  
LEVEL 4 AVG 65,666

STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTRAMURAL  
& RECREATIONAL SPORTS

RANK	SALARY
1	145,000 *
2	121,000 *
3	114,307 *
4	94,158
5	79,750 *
6	77,641 *
7	76,650 *
8	76,634 *
9	75,241 *
10	71,486 *
11	70,020 *
12	69,683 *
13	69,035 *
14	66,841 *
15	65,000 *
16	64,400 *
17	62,796
18	62,208 *
19	62,040 *
20	61,824 *

RANK	SALARY
21	( 61,620)*
22	60,981 *
23	60,779 *
24	60,146 *
25	59,948 *
26	59,100 *
27	59,000 *
28	58,913 *
29	58,859 *
30	58,499 *
31	58,152 *
32	58,098 *
33	58,008
34	57,906 *
35	56,000 *
36	54,180 *
37	54,130 *
38	53,964 *
39	53,750 *
40	53,400 *
41	53,266 *
42	52,719 *
43	51,597 *
44	51,000 *
45	50,775 *
46	50,504 *
47	49,600 *
48	48,678 *
49	48,038 *
50	47,966 *
51	47,736 *
52	45,770 *
53	45,226 *
54	45,146 *
55	44,340 *
56	43,199 *
57	41,097 *
58	41,000 *
59	40,456 *
60	39,712 *
61	36,990 *
62	36,235 *
63	35,975 *
64	35,150 *
65	32,800 *
66	29,870 *
67	28,555 *

RANK SALARY  
(CONTINUED)

AVERAGE "M"	57,806
AVERAGE ALL	58,426
AVERAGE R1	61,786
AVERAGE R2	53,756
AVERAGE D1	57,783
LEVEL 3 AVG	73,365
LEVEL 4 AVG	59,073
LEVEL 5 AVG	42,939

STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTERNATIONAL  
STUDENT SERVICES

RANK	SALARY
1	89,337 *
2	86,114 *
3	77,259 *
4	72,932 *
5	72,552 *
6	68,400 *
7	68,124 *
8	67,725 *
9	66,148 *
10	65,500 *
11	64,876 *
12	63,388 *
13	60,243 *
14	60,212 *
15	59,314 *
16	58,500 *
17	57,721 *
18	57,720 *
19	56,650 *
20	55,356 *
21	54,472 *
22	53,945 *
23	53,251 *
24	53,020 *
25	52,350 *
26	51,485 *
27	51,233 *
28	49,870 *
29	49,176
30	48,776 *
31	48,214 *
32	46,890 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTERNATIONAL  
STUDENT SERVICESRANK SALARY  
(CONTINUED)

33 46,725 \*

34 46,350 \*

35 45,900 \*

36 45,055 \*

37 44,951 \*

38 44,186 \*

39 ( 44,028) \*

40 43,500 \*

41 43,000 \*

42 41,592 \*

43 41,343 \*

44 41,200 \*

45 41,108 \*

46 40,488 \*

47 40,242 \*

48 39,694 \*

49 38,628 \*

50 37,798 \*

51 37,375 \*

52 35,565 \*

AVERAGE "M" 53,535

AVERAGE ALL 53,452

AVERAGE R1 57,717

AVERAGE R2 44,689

AVERAGE D1 52,936

LEVEL 3 AVG 64,421

LEVEL 4 AVG 51,770

LEVEL 5 AVG 48,469

STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
ACTIVITIES

RANK SALARY

1 88,856 \*

2 88,000 \*

3 ( 79,091) \*

4 72,000

5 72,000 \*

6 68,505 \*

7 68,120 \*

8 66,034 \*

RANK SALARY

9 62,511 \*

10 62,218 \*

11 60,648 \*

12 60,638 \*

13 54,925 \*

14 54,740 \*

15 54,355 \*

16 54,300 \*

17 53,801 \*

18 53,354 \*

19 53,000 \*

20 52,842 \*

21 52,426 \*

22 52,200 \*

23 51,200 \*

24 50,470 \*

25 50,042 \*

26 49,069 \*

27 47,799 \*

28 47,494 \*

29 46,818 \*

30 45,000 \*

31 44,761 \*

32 42,840 \*

33 42,500 \*

34 41,410 \*

35 40,729 \*

36 40,582 \*

37 39,026 \*

38 38,840

39 38,388 \*

40 37,536 \*

41 35,908 \*

42 35,349 \*

43 35,311 \*

44 33,619 \*

AVERAGE "M" 52,581

AVERAGE ALL 52,710

AVERAGE R1 55,397

AVERAGE R2 53,368

LEVEL 3 AVG 65,284

LEVEL 4 AVG 52,055

LEVEL 5 AVG 44,083

STUDENT SERVICES ADMIN.:  
DIRECTOR OF ADMISSIONS

RANK SALARY

1 110,000 \*

2 103,000 \*

3 98,000 \*

4 97,900 \*

5 96,463 \*

6 96,241 \*

7 91,773 \*

8 90,000 \*

9 90,000 \*

10 89,136 \*

11 88,085 \*

12 83,320 \*

13 81,000 \*

14 79,800 \*

15 79,550 \*

16 79,387 \*

17 78,931 \*

18 78,505 \*

19 77,800 \*

20 77,480 \*

21 76,773 \*

22 74,700 \*

23 74,500 \*

24 73,884 \*

25 72,500 \*

26 72,000 \*

27 71,848 \*

28 71,050 \*

29 70,836 \*

30 70,564 \*

31 70,387 \*

32 70,000 \*

33 69,005 \*

34 67,500 \*

35 67,500 \*

36 66,254 \*

37 66,024

38 65,722 \*

39 65,000 \*

40 64,181 \*

41 63,484 \*

42 63,250 \*

43 63,221 \*

44 62,800 \*

45 62,688 \*

46 61,000 \*

47 60,792 \*

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

STUDENT SERVICES ADMIN.:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
(CONTINUED)	
48	60,247 *
49	60,200 *
50	60,000 *
51	59,668 *
52	59,028
53	57,830 *
54	57,751 *
55	57,360 *
56	57,348 *
57	57,310 *
58	54,202 *
59	52,305 *
60	51,732 *
61	50,556 *
62	47,656 *
63	47,286 *
64	46,426
65	46,350 *
66	43,051 *

AVERAGE "M" 70,772

AVERAGE ALL 70,154

AVERAGE R1 75,869

AVERAGE R2 65,437

AVERAGE D1 64,703

LEVEL 3 AVG 76,028

LEVEL 4 AVG 69,949

LEVEL 5 AVG 52,163

STUDENT SERVICES ADMIN.:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	87,651 *
2	86,500 *
3	86,300 *
4	85,708 *
5	81,173 *
6	80,670 *
7	80,256 *
8	79,942 *
9	77,820 *

RANK	SALARY
10	77,811 *
11	77,555 *
12	77,430 *
13	76,676 *
14	76,400 *
15	75,793 *
16	74,540 *
17	74,400 *
18	73,884 *
19	73,500 *
20	73,200 *
21	72,400 *
22	72,400 *
23	72,000 *
24	71,848 *
25	71,070 *
26	70,820 *
27	70,000 *
28	69,948
29	69,435 *
30	69,300
31	69,228 *
32	68,993 *
33	68,742 *
34	68,650 *
35	68,596 *
36	68,567 *
37	68,395 *
38	67,750 *
39	67,610 *
40	67,558
41	66,740 *
42	66,280 *
43	66,048
44	65,000 *
45	64,890 *
46	64,181 *
47	64,170 *
48	61,800 *
49	61,700 *
50	61,368 *
51	60,000 *
52	59,630 *
53	59,100 *
54	58,305 *
55	58,000 *
56	57,727 *
57	57,626 *
58	56,650 *
59	56,036 *
60	55,728 *

RANK	SALARY
61	55,686
62	55,188 *
63	55,011 *
64	54,977 *
65	54,600 *
66	54,193 *
67	54,014 *
68	53,832 *
69	53,646 *
70	53,418 *
71	53,371 *
72	52,000 *
73	51,895 *
74	51,516 *
75	50,033 *
76	49,000
77	48,000 *
78	47,500 *
79	47,460 *

AVERAGE "M" 65,881

AVERAGE ALL 65,656

AVERAGE R1 69,303

AVERAGE R2 63,377

AVERAGE D1 63,540

LEVEL 3 AVG 68,452

LEVEL 4 AVG 65,539

LEVEL 5 AVG 57,932

DEVELOPMENT ADMINISTRATORS:  
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	170,000 *
2	158,122 *
3	154,000 *
4	142,160 *
5	135,850 *
6	130,650 *
7	126,000 *
8	123,204 *
9	120,000 *
10	120,000 *
11	120,000 *
12	120,000 *
13	119,525 *
14	117,797 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

DEVELOPMENT ADMINISTRATORS:  
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
(CONTINUED)	
15	117,000 *
16	116,232
17	116,075 *
18	115,000 *
19	114,636 *
20	114,000 *
21	111,092 *
22	110,124 *
23	109,221 *
24	108,809 *
25	108,800 *
26	108,700 *
27	108,570 *
28	107,935 *
29	107,216 *
30	105,373 *
31	105,000 *
32	104,148 *
33	(103,000)*
34	102,700 *
35	96,500 *
36	90,759 *
37	90,130 *
38	87,070 *
39	83,480 *
40	82,493 *

AVERAGE "M" 114,491

AVERAGE ALL 114,534

AVERAGE R1 116,738

AVERAGE R2 113,475

LEVEL 2 AVG 116,689

LEVEL 3 AVG 91,731

DEVELOPMENT ADMINISTRATORS:  
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	182,938 *
2	170,000 *
3	165,000 *
4	164,500 *

RANK	SALARY
5	158,122 *
6	150,520 *
7	150,108 *
8	146,600 *
9	146,000 *
10	144,000 *
11	141,000 *
12	140,134 *
13	133,515 *
14	133,440
15	128,500 *
16	126,000 *
17	125,962 *
18	125,000 *
19	124,216 *
20	119,800 *
21	119,300 *
22	118,010 *
23	115,360 *
24	115,250 *
25	111,570 *
26	111,000 *
27	110,854 *
28	110,000 *
29	108,000 *
30	105,400 *
31	103,017
32	101,700 *
33	101,074
34	100,082 *
35	98,500 *
36	94,848 *
37	91,642 *
38	( 91,576)*
39	( 89,192)*
40	84,000 *
41	81,279 *
42	80,004 *
43	77,600 *
44	71,499 *
45	51,500 *

RANK SALARY  
(CONTINUED)

AVERAGE "M" 118,573

AVERAGE ALL 118,169

AVERAGE R1 129,044

AVERAGE D1 116,511

LEVEL 2 AVG 128,224

LEVEL 3 AVG 98,330

LEVEL 4 AVG 102,033

DEVELOPMENT ADMINISTRATORS:  
CHIEF PUBLIC RELATIONS  
OFFICER

RANK	SALARY
1	160,910 *
2	143,500 *
3	121,561 *
4	119,480 *
5	119,205 *
6	118,750 *
7	106,100 *
8	(105,361)*
9	104,850 *
10	103,000 *
11	101,750 *
12	101,448 *
13	100,550 *
14	100,050 *
15	97,250 *
16	96,404 *
17	94,065 *
18	92,000 *
19	91,475 *
20	90,300 *
21	85,774 *
22	85,696 *
23	84,500 *
24	84,400 *
25	77,014 *
26	76,874 *
27	76,527 *
28	76,390 *
29	75,744 *
30	74,735 *
31	73,906 *
32	73,325 *
33	67,400 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

DEVELOPMENT ADMINISTRATORS:  
CHIEF PUBLIC RELATIONS  
OFFICER

RANK	SALARY
(CONTINUED)	
34	64,516 *
35	63,520 *
36	62,500 *
37	58,512
38	58,500 *
39	54,219 *
40	39,431 *

AVERAGE "M" 90,333  
AVERAGE ALL 89,537

AVERAGE R1 98,678

LEVEL 2 AVG 110,905  
LEVEL 3 AVG 83,305  
LEVEL 4 AVG 71,137

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	84,180 *
2	76,372 *
3	70,300 *
4	66,912 *
5	66,699 *
6	64,429 *
7	61,853 *
8	58,000 *
9	53,090 *
10	52,047 *
11	50,000 *
12	49,500 *
13	45,732
14	45,540 *
15	45,011 *
16	43,688 *
17	42,849 *
18	40,365 *
19	36,763 *
20	34,831 *
21	33,759 *
22	33,421 *
23	31,350 *

RANK SALARY  
24 30,324 \*

AVERAGE "M" 50,925  
AVERAGE ALL 50,709

AVERAGE R1 58,827

LEVEL 3 AVG 58,187  
LEVEL 4 AVG 53,709  
LEVEL 5 AVG 40,055

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF PUBLIC  
RELATIONS

RANK	SALARY
1	99,482 *
2	( 95,604 ) *
3	95,000 *
4	91,475 *
5	90,000 *
6	87,650 *
7	85,500 *
8	84,903 *
9	84,324
10	84,081 *
11	84,000 *
12	83,000 *
13	78,000 *
14	77,192 *
15	76,661 *
16	75,760 *
17	75,551 *
18	74,004
19	73,832 *
20	73,600 *
21	73,200 *
22	72,113 *
23	69,484 *
24	68,470 *
25	67,929 *
26	64,944 *
27	64,491
28	61,900 *
29	61,500 *
30	61,234 *
31	61,200 *
32	60,000 *
33	59,360 *
34	59,000 *

RANK	SALARY
35	58,440 *
36	56,808 *
37	55,660 *
38	54,605 *
39	53,873 *
40	52,760 *
41	52,602 *
42	52,567 *
43	48,282 *
44	47,215 *
45	47,148 *
46	47,084 *
47	46,866
48	45,639 *
49	42,000 *
50	36,382 *

AVERAGE "M" 67,450  
AVERAGE ALL 67,448

AVERAGE R1 73,850  
AVERAGE R2 64,714  
AVERAGE D1 64,878

LEVEL 2 AVG 72,206  
LEVEL 3 AVG 74,782  
LEVEL 4 AVG 64,621

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	121,917 *
2	107,609 *
3	107,000 *
4	106,500 *
5	105,000 *
6	96,000 *
7	92,000 *
8	90,000 *
9	88,860
10	87,550 *
11	87,437 *
12	86,802 *
13	83,996 *
14	83,835 *
15	82,174 *
16	81,436 *
17	80,250 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
(CONTINUED)	
18	78,446 *
19	78,024 *
20	77,322 *
21	76,662 *
22	74,450 *
23	72,924 *
24	66,924
25	66,630 *
26	60,594 *
27	59,500 *
28	59,490 *
29	57,915 *
30	55,105 *
31	53,052 *
32	45,381 *

AVERAGE "\*" 80,500  
AVERAGE ALL 80,337

AVERAGE R1 88,714

LEVEL 3 AVG 86,202  
LEVEL 4 AVG 75,776

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF ALUMNI  
SERVICES

RANK	SALARY
1	130,750 *
2	123,060 *
3	109,500 *
4	105,700 *
5	98,262 *
6	95,794 *
7	94,500 *
8	93,852 *
9	92,700 *
10	88,875 *
11	87,550 *
12	85,829 *
13	84,410 *
14	84,000 *
15	83,996 *
16	83,697 *

RANK	SALARY
17	83,588 *
18	82,893
19	82,290 *
20	81,542
21	80,808 *
22	79,510 *
23	77,950 *
24	77,200 *
25	77,190 *
26	76,622 *
27	76,529 *
28	75,500 *
29	73,954 *
30	73,134 *
31	71,429 *
32	70,000 *
33	69,400 *
34	69,084 *
35	68,928
36	68,825 *
37	67,263 *
38	66,859 *
39	66,765 *
40	66,541 *
41	65,593 *
42	65,386 *
43	64,248 *
44	61,543 *
45	61,349 *
46	60,152 *
47	60,000 *
48	59,521 *
49	59,000 *
50	58,400 *
51	57,600 *
52	57,200 *
53	57,186 *
54	56,628 *
55	54,875 *
56	53,718 *
57	53,440 *
58	52,403 *
59	52,218 *
60	50,972 *
61	50,627 *
62	49,980 *
63	47,500 *
64	46,596 *
65	45,675 *
66	45,673 *
67	44,179 *

RANK	SALARY
68	41,328
69	39,848 *
70	38,390

AVERAGE "\*" 71,145  
AVERAGE ALL 70,536

AVERAGE R1 79,092  
AVERAGE R2 67,143  
AVERAGE D1 60,718

LEVEL 3 AVG 73,016  
LEVEL 4 AVG 70,024  
LEVEL 5 AVG 56,918

INFO MANAGEMENT ADMINISTRATOR:  
CHIEF OF INFORMATION  
MANAGEMENT

RANK	SALARY
1	165,012 *
2	155,000 *
3	150,000 *
4	145,100 *
5	133,100 *
6	133,000 *
7	132,000 *
8	125,163 *
9	122,200 *
10	120,454 *
11	118,000 *
12	115,920 *
13	110,000 *
14	109,695 *
15	106,500 *
16	105,000 *
17	103,284
18	102,500 *
19	102,400 *
20	101,700 *
21	100,926 *
22	100,799 *
23	100,000 *
24	100,000 *
25	99,800 *
26	97,860 *
27	97,782 *
28	96,806 *
29	95,300 *
30	95,000 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

INFO MANAGEMENT ADMINISTRATOR:  
CHIEF OF INFORMATION  
MANAGEMENT

RANK	SALARY
(CONTINUED)	
31	94,443 *
32	93,100 *
33	92,076 *
34	92,000 *
35	91,340 *
36	91,000 *
37	90,342 *
38	90,000 *
39	88,430 *
40	87,421 *
41	86,110 *
42	85,000 *
43	83,296 *
44	83,000 *
45	81,770 *
46	79,850 *
47	70,000 *
48	65,000 *

AVERAGE "M" 104,265

AVERAGE ALL 103,843

AVERAGE R1 112,184

AVERAGE R2 94,056

LEVEL 2 AVG 110,818

LEVEL 3 AVG 102,621

LEVEL 4 AVG 86,482

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF COMPUTING  
SERVICES

RANK	SALARY
1	128,328 *
2	114,100 *
3	113,700 *
4	107,000 *
5	104,981 *
6	102,720 *
7	99,090 *
8	98,916 *
9	96,729 *
10	96,531 *
11	95,000 *

RANK	SALARY
12	94,240 *
13	89,627 *
14	88,500 *
15	( 87,360 ) *
16	87,127 *
17	85,260 *
18	85,200 *
19	84,034 *
20	83,718 *
21	82,706 *
22	82,160 *
23	81,700 *
24	78,500 *
25	78,280 *
26	78,280 *
27	78,000 *
28	75,870 *
29	75,222 *
30	74,000 *
31	73,354 *
32	70,775 *
33	65,041 *
34	64,618 *
35	62,500 *
36	56,244 *
37	56,000 *
38	49,000 *
39	48,269 *

AVERAGE "M" 83,809

AVERAGE ALL 83,915

AVERAGE R1 89,185

AVERAGE D1 86,097

LEVEL 3 AVG 89,544

LEVEL 4 AVG 79,851

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ACADEMIC  
COMPUTING SERVICES

RANK	SALARY
1	173,708 *
2	117,170 *
3	116,530 *
4	114,600 *
5	112,476 *
6	103,300 *
7	96,700 *

RANK	SALARY
8	96,151 *
9	89,810 *
10	88,500 *
11	87,756 *
12	84,000 *
13	83,065 *
14	81,400 *
15	78,800 *
16	78,460 *
17	78,120 *
18	76,241 *
19	74,508 *
20	73,600 *
21	73,530 *
22	72,619 *
23	72,168 *
24	70,000 *
25	68,492 *
26	67,071 *
27	65,836 *
28	65,414 *
29	60,000 *
30	58,870 *
31	58,600 *
32	56,960 *
33	56,606 *
34	56,000 *
35	55,464 *
36	51,400 *
37	40,700 *

AVERAGE "M" 80,474

AVERAGE ALL 79,855

AVERAGE R1 87,727

AVERAGE D1 63,919

LEVEL 3 AVG 90,966

LEVEL 4 AVG 75,931

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ADMINISTRATIVE  
COMPUTING SERVICES

RANK	SALARY
1	112,425 *
2	102,145 *
3	100,250 *
4	100,000 *
5	97,156 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ADMINISTRATIVE  
COMPUTING SERVICES

RANK	SALARY
(CONTINUED)	
6	93,085 *
7	87,739 *
8	87,500 *
9	87,000 *
10	86,500 *
11	86,090 *
12	85,800 *
13	84,732
14	83,230 *
15	82,000 *
16	80,000 *
17	78,540 *
18	74,250 *
19	73,358 *
20	73,124 *
21	73,068
22	72,018 *
23	65,426 *
24	65,414 *
25	65,300
26	64,816 *
27	63,860 *
28	61,800 *
29	61,451 *
30	60,489 *
31	57,766 *
32	57,100 *
33	55,825 *
34	54,996 *
35	54,000 *
36	52,205 *

AVERAGE "\*" 76,284

AVERAGE ALL 76,124

AVERAGE R1 80,596

LEVEL 3 AVG 81,443

LEVEL 4 AVG 76,269

RESEARCH ADMINISTRATORS:  
CHIEF RESEARCH OFFICER

RANK	SALARY
1	206,076 *
2	174,658 *
3	168,264 *
4	156,673 *
5	151,200 *
6	150,000 *
7	150,000 *
8	148,150 *
9	146,343 *
10	146,170 *
11	145,000 *
12	144,500 *
13	143,500 *
14	142,810 *
15	142,500 *
16	141,034 *
17	138,570 *
18	134,274 *
19	133,900 *
20	132,999 *
21	132,000 *
22	130,771 *
23	127,500 *
24	(127,463)*
25	126,634 *
26	(125,950)*
27	125,000 *
28	(123,840)*
29	123,250 *
30	(121,900)*
31	121,365 *
32	121,300 *
33	116,500 *
34	115,600 *
35	115,360 *
36	115,274 *
37	115,199 *
38	113,700 *
39	113,030 *
40	112,476 *
41	112,415 *
42	108,868 *
43	108,750 *
44	108,314 *
45	106,755 *
46	105,876 *
47	105,397 *

RANK	SALARY
48	104,724 *
49	104,500 *
50	104,140 *
51	103,315 *
52	102,600 *
53	102,500 *
54	101,825 *
55	100,817 *
56	99,420 *
57	98,510 *
58	98,262 *
59	97,850 *
60	97,619 *
61	97,010 *
62	95,304 *
63	87,200 *
64	82,500

AVERAGE "\*" 123,376

AVERAGE ALL 122,738

AVERAGE R1 134,419

AVERAGE R2 109,817

LEVEL 2 AVG 127,420

LEVEL 3 AVG 113,266

RESEARCH ADMINISTRATORS:  
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	140,970 *
2	127,110 *
3	115,057 *
4	99,936 *
5	98,800 *
6	96,402 *
7	95,400 *
8	95,195 *
9	93,704 *
10	90,396 *
11	89,188 *
12	88,060 *
13	84,692 *
14	83,718 *
15	81,812 *
16	79,598 *
17	77,597 *
18	77,292 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY



TABLE I (CONTINUED)

RESEARCH ADMINISTRATORS:  
DIRECTOR OF RESEARCH SERVICERANK SALARY  
(CONTINUED)

19 77,000  
20 76,864 \*  
21 75,000 \*  
22 74,975 \*  
23 74,285 \*  
24 73,923 \*  
25 73,220 \*  
26 72,413 \*  
27 72,400 \*  
28 71,532 \*  
29 70,443 \*  
30 69,144  
31 69,010 \*  
32 68,628 \*  
33 67,553 \*  
34 67,442 \*  
35 67,100 \*  
36 66,790 \*  
37 66,719 \*  
38 65,436 \*  
39 64,617 \*  
40 64,237  
41 63,900 \*  
42 63,730 \*  
43 62,185 \*  
44 60,719 \*  
45 60,147 \*  
46 59,754 \*  
47 59,419 \*  
48 58,000 \*  
49 57,162 \*  
50 55,613 \*  
51 55,353 \*  
52 55,000 \*  
53 51,985 \*  
54 49,465 \*  
55 49,140 \*

RANK SALARY  
(CONTINUED)

AVERAGE "\*" 75,286  
AVERAGE ALL 75,004  
AVERAGE R1 83,480  
AVERAGE R2 64,932  
AVERAGE D1 69,084  
LEVEL 3 AVG 83,785  
LEVEL 4 AVG 68,486

AGRICULTURAL ADMINISTRATORS:  
VICE PRESIDENT FOR  
AGRICULTURE

RANK SALARY  
1 155,800 \*  
2 151,690 \*  
3 (146,183)\*  
4 138,200 \*  
5 133,952 \*  
6 108,000 \*  
7 100,779 \*  
8 94,554 \*

AVERAGE "\*" 128,645  
AVERAGE ALL 128,645

LEVEL 2 AVG 132,734

AGRICULTURAL ADMINISTRATORS:  
DIRECTOR OF COOPERATIVE  
EXTENSION

RANK SALARY  
1 134,172 \*  
2 128,048 \*  
3 127,000 \*  
4 126,896 \*  
5 115,612 \*  
6 113,630 \*  
7 111,151 \*  
8 108,609 \*  
9 107,000 \*  
10 106,321 \*  
11 105,708 \*  
12 105,500 \*

RANK SALARY  
13 104,484 \*  
14 102,770 \*  
15 99,412 \*  
16 99,000 \*  
17 ( 97,968)\*  
18 96,168 \*  
19 95,893 \*  
20 92,750 \*  
21 90,744 \*  
22 90,000 \*  
23 90,000 \*  
24 90,000 \*  
25 87,551 \*  
26 85,313 \*  
27 84,160 \*  
28 70,504 \*

AVERAGE "\*" 102,370  
AVERAGE ALL 102,370

AVERAGE R1 107,905

LEVEL 3 AVG 101,447  
LEVEL 4 AVG 105,172

AGRICULTURAL ADMINISTRATORS:  
DIRECTOR OF AGRICULTURAL  
EXPERIMENT STATION

RANK SALARY  
1 137,200 \*  
2 133,999 \*  
3 132,000 \*  
4 128,524 \*  
5 121,000 \*  
6 119,000 \*  
7 118,320 \*  
8 117,401 \*  
9 113,712 \*  
10 110,000 \*  
11 (109,728)\*  
12 107,142 \*  
13 106,021 \*  
14 97,449 \*  
15 96,924 \*  
16 95,688 \*  
17 95,568 \*  
18 85,504 \*  
19 85,313 \*  
20 72,553 \*

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

AGRICULTURAL ADMINISTRATORS:  
DIRECTOR OF AGRICULTURAL  
EXPERIMENT STATION

(CONTINUED)

AVERAGE "\*" 109,152  
AVERAGE ALL 109,152

LEVEL 3 AVG 115,190  
LEVEL 4 AVG 100,011

OTHER ADMINISTRATORS:  
ASSISTANT TO THE CHIEF  
EXECUTIVE OFFICER

RANK	SALARY
1	140,004 *
2	132,080 *
3	122,669 *
4	118,000 *
5	112,034 *
6	110,740 *
7	110,000 *
8	105,000 *
9	102,000 *
10	102,000 *
11	99,800
12	99,287 *
13	97,994
14	95,970 *
15	93,890 *
16	93,730 *
17	92,754 *
18	92,231 *
19	92,000 *
20	91,118 *
21	91,000 *
22	88,300 *
23	87,563 *
24	87,550 *
25	84,003 *
26	83,400 *
27	82,814 *
28	80,000 *
29	77,782 *
30	77,000 *
31	76,694 *
32	76,661 *
33	76,000 *

RANK	SALARY
34	75,769 *
35	75,100 *
36	74,500 *
37	74,480 *
38	74,375 *
39	73,903 *
40	73,700
41	71,933 *
42	70,464 *
43	70,287 *
44	70,063 *
45	70,000 *
46	70,000 *
47	69,457 *
48	69,404 *
49	69,384 *
50	68,481 *
51	65,006 *
52	64,272 *
53	63,960 *
54	63,560 *
55	60,900 *
56	59,737 *
57	52,728 *
58	52,536 *
59	50,277 *
60	48,552 *
61	48,400 *
62	42,500 *

AVERAGE "\*" 81,259  
AVERAGE ALL 81,706

AVERAGE R1 87,911  
AVERAGE R2 78,652  
AVERAGE D1 75,831

LEVEL 2 AVG 85,026  
LEVEL 3 AVG 86,833  
LEVEL 4 AVG 77,026  
LEVEL 5 AVG 68,487

OTHER ADMINISTRATORS:  
DIRECTOR OF AFFIRMATIVE  
ACTIONS

RANK	SALARY
1	144,500 *
2	120,489 *
3	98,000 *

RANK	SALARY
4	92,531 *
5	92,287 *
6	91,100 *
7	89,995 *
8	88,670 *
9	86,800 *
10	85,967 *
11	85,079 *
12	82,000 *
13	81,576 *
14	81,358 *
15	80,474 *
16	80,000 *
17	79,450 *
18	77,500 *
19	76,950 *
20	76,779 *
21	76,426 *
22	76,000 *
23	75,680 *
24	75,550 *
25	74,600 *
26	74,364
27	73,699
28	73,400 *
29	72,800 *
30	72,470 *
31	70,200 *
32	68,880 *
33	68,500 *
34	68,350 *
35	68,251 *
36	68,000 *
37	67,600 *
38	67,305 *
39	67,043 *
40	66,975 *
41	66,837 *
42	66,522 *
43	66,023 *
44	65,500 *
45	65,327 *
46	65,035 *
47	65,000 *
48	64,983 *
49	64,864 *
50	64,311 *
51	64,306 *
52	63,685 *
53	63,000 *
54	61,770 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE I (CONTINUED)

OTHER ADMINISTRATORS:		RANK	SALARY	RANK	SALARY
DIRECTOR OF AFFIRMATIVE ACTIONS		6	124,300 *	57	68,340 *
		7	124,200 *	58	67,275 *
		8	124,000 *	59	64,300 *
RANK	SALARY	9	120,000 *	60	52,212 *
(CONTINUED)		10	120,000 *	61	50,906 *
55	61,045 *	11	115,000 *	62	40,000 *
56	60,271 *	12	114,900 *		
57	60,000 *	13	114,600 *	AVERAGE "M"	95,830
58	59,700 *	14	110,605 *	AVERAGE ALL	95,906
59	59,664 *	15	110,360 *		
60	59,620 *	16	110,282 *	AVERAGE R1	106,831
61	59,304 *	17	110,219 *	AVERAGE R2	85,668
62	58,500 *	18	109,200 *	AVERAGE D1	93,223
63	55,914	19	109,200 *		
64	55,729 *	20	(106,000)*	LEVEL 2 AVG	101,221
65	( 54,504)*	21	102,936 <td>LEVEL 3 AVG</td> <td>90,134</td>	LEVEL 3 AVG	90,134
66	53,580 *	22	102,000 * <td>LEVEL 4 AVG</td> <td>85,780</td>	LEVEL 4 AVG	85,780
67	52,921 *	23	102,000 *		
68	51,765 *	24	101,273 *		
69	50,000 *	25	101,000 *	OTHER ADMINISTRATORS:	
70	50,000 *	26	100,962 *	HEAD OF LEGISLATIVE/	
71	50,000 *	27	100,656 *	GOVERNMENTAL RELATIONS	
72	46,344 *	28	100,440		
73	45,475 *	29	( 99,420)*	RANK	SALARY
74	44,478 *	30	96,720 *	1	160,910 *
75	41,970 *	31	96,000	2	146,999
76	34,423 *	32	95,700 *	3	121,000 *
		33	92,500 *	4	115,025 *
AVERAGE "M"	69,671	34	91,665 *	5	114,000 *
AVERAGE ALL	69,605	35	89,640 *	6	108,216 *
		36	88,615	7	108,150 *
AVERAGE R1	76,959	37	88,400 *	8	106,100 *
AVERAGE R2	67,161	38	88,270 *	9	106,000 *
AVERAGE D1	62,469	39	85,900 *	10	105,890 *
		40	84,910 *	11	105,361 *
LEVEL 2 AVG	74,178	41	84,460 *	12	103,600 *
LEVEL 3 AVG	76,414	42	83,600 *	13	102,240 *
LEVEL 4 AVG	66,218	43	83,212 *	14	97,850 *
LEVEL 5 AVG	58,501	44	83,100 *	15	96,708 *
		45	82,914 *	16	93,630 *
		46	82,404 *	17	92,803 *
OTHER ADMINISTRATORS:		47	80,709 *	18	92,040
LEGAL COUNSEL		48	78,627 *	19	91,536
		49	78,609 *	20	91,087 *
		50	76,801 *	21	90,633 *
RANK	SALARY	51	76,000 *	22	89,675
1	177,000 *	52	75,200 *	23	87,732 *
2	156,300 *	53	71,946 *	24	87,700 *
3	131,246 *	54	71,000 *	25	86,063 *
4	130,910 *	55	70,324 *	26	82,065 *
5	127,700 *	56	69,174 *	27	80,710 *

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

OTHER ADMINISTRATORS:  
 HEAD OF LEGISLATIVE/  
 GOVERNMENTAL RELATIONS

RANK	SALARY
(CONTINUED)	
28	80,589 *
29	80,000 *
30	78,900 *
31	78,684 *
32	78,490 *
33	78,243 *
34	75,000 *
35	75,000 *
36	73,850 *
37	73,653 *
38	72,000 *
39	71,974 *
40	70,900 *
41	67,000 *
42	64,184 *
43	62,933 *
44	61,001 *
45	60,900 *
46	59,999 *
47	59,992 *
48	57,660 *
49	55,945 *
50	53,000 *
51	51,516 *
52	47,936 *
53	41,000 *
AVERAGE "*"	83,139
AVERAGE ALL	84,794
AVERAGE R1	88,026
AVERAGE R2	77,352
AVERAGE D1	84,750
LEVEL 2 AVG	97,914
LEVEL 3 AVG	76,558
LEVEL 4 AVG	74,891

\* = NASULGC R1 = RESEARCH I R2 = RESEARCH II D1 = DOCTORAL I LEVEL = LEVEL OF RESPONSIBILITY

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE  
SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES  
REPRESENTING FORTY-FIVE STATES  
BY EMPLOYMENT OPPORTUNITY REGIONS

-ATLANTA REGION-

The Atlanta Region as defined by the Equal Employment Opportunity Commission includes the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee. The Universities participating from this region are:

- \*AUBURN UNIVERSITY
- \*CLEMSON UNIVERSITY
- \*FLORIDA STATE UNIVERSITY
- \*GEORGIA STATE UNIVERSITY
- \*MISSISSIPPI STATE UNIVERSITY
- \*NORTH CAROLINA STATE UNIVERSITY
- \*TENNESSEE STATE UNIVERSITY
- \*THE UNIVERSITY OF MEMPHIS
- \*THE UNIVERSITY OF MISSISSIPPI
- \*THE UNIVERSITY OF NORTH CAROLINA - CHAPEL HILL
- \*THE UNIVERSITY OF NORTH CAROLINA AT GREENSBORO
- \*UNIVERSITY OF ALABAMA
- \*UNIVERSITY OF ALABAMA AT BIRMINGHAM
- \*UNIVERSITY OF GEORGIA
- \*UNIVERSITY OF KENTUCKY
- \*UNIVERSITY OF LOUISVILLE
- \*UNIVERSITY OF SOUTHERN MISSISSIPPI
- \*UNIVERSITY OF TENNESSEE, KNOXVILLE

TABLE II (CONTINUED)  
ATLANTA REGION

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CHIEF EXECUTIVE OFFICER:  
SING. UNIT INSTITUTION  
CHIEF EXEC. OFFICER

RANK	SALARY
1	223,173 *
2	217,440 *
3	216,000 *
4	216,000 *
5	203,200 *
6	192,000 *
7	179,846 *
8	179,500 *
9	173,247 *
10	159,422 *
11	151,462 *
12	146,554 *
13	142,290 *
14	116,400 *
15	113,300 *

AVERAGE "x" 175,322

AVERAGE ALL 175,322

FINANCIAL ADMINISTRATOR:  
CHIEF FINANCIAL  
OFFICER

RANK	SALARY
1	153,200 *
2	141,000 *
3	136,500 *
4	135,094 *
5	130,000 *
6	125,181 *
7	112,900 *
8	111,000 *
9	104,667 *
10	102,600 *
11	100,940 *
12	100,300 *
13	97,000 *
14	94,800 *
15	88,600 *
16	85,000 *

AVERAGE "x" 113,674

AVERAGE ALL 113,674

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR  
MANAGEMENT & BUDGET

RANK	SALARY
1	119,480 *
2	117,900 *
3	99,621 *
4	91,110 *
5	84,200 *
6	83,600 *
7	63,000 *

AVERAGE "x" 94,130

AVERAGE ALL 94,130

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR BUSINESS  
AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	119,900 *
2	118,450 *
3	101,800 *
4	98,500 *
5	87,390 *
6	85,698 *
7	82,500 *
8	81,312 *
9	76,745 *

AVERAGE "x" 94,699

AVERAGE ALL 94,699

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR HUMAN  
RESOURCES

RANK	SALARY
1	119,500 *
2	118,450 *
3	107,500 *
4	99,000 *
5	84,333 *
6	80,105 *
7	79,716 *
8	76,500 *

RANK SALARY  
(CONTINUED)

AVERAGE "x" 95,638

AVERAGE ALL 95,638

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR  
FACILITIES PLANNING

RANK	SALARY
1	123,376 *
2	103,100 *
3	101,000 *
4	86,340 *
5	84,572 *
6	83,148 *
7	78,560 *

AVERAGE "x" 94,299

AVERAGE ALL 94,299

FINANCIAL ADMINISTRATOR:  
INTERNAL AUDITOR

RANK	SALARY
1	83,720 *
2	82,575 *
3	72,069 *
4	66,705 *
5	63,900 *
6	63,610 *
7	61,800 *
8	61,800 *
9	61,655 *
10	56,124 *
11	50,120 *
12	48,187 *
13	43,000 *
14	37,824 *

AVERAGE "x" 60,935

AVERAGE ALL 60,935

TABLE II (CONTINUED)  
ATLANTA REGIONFINANCIAL ADMINISTRATOR:  
DIRECTOR OF ACCOUNTING  
CONTROLLER

RANK	SALARY
1	86,436 *
2	85,000 *
3	81,679 *
4	78,588 *
5	76,426 *
6	75,201 *
7	72,222 *
8	71,662 *
9	71,603 *
10	70,040 *
11	67,925 *
12	66,878 *
13	66,602 *
14	65,052 *
15	61,800 *

AVERAGE "\*" 73,141

AVERAGE ALL 73,141

FINANCIAL ADMINISTRATOR:  
BUDGET DIRECTOR

RANK	SALARY
1	106,000 *
2	(101,743) *
3	98,000 *
4	93,275 *
5	73,923 *
6	71,506 *
7	66,300 *
8	63,900 *
9	59,328 *
10	59,025 *
11	58,522 *
12	57,890 *
13	50,988 *
14	50,000 *
15	42,276 *

AVERAGE "\*" 70,178

AVERAGE ALL 70,178

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF RESEARCH  
ACCOUNTING

RANK	SALARY
1	53,313 *
2	39,265 *
3	37,745 *
4	35,807 *

AVERAGE "\*" 41,533

AVERAGE ALL 41,533

FINANCIAL ADMINISTRATOR:  
TREASURER OR BURSAR

RANK	SALARY
1	141,600 *
2	89,000 *
3	61,390 *
4	59,537 *
5	54,900 *
6	51,996 *
7	50,247 *
8	49,888 *
9	49,597 *
10	45,400 *
11	35,000 *

AVERAGE "\*" 62,596

AVERAGE ALL 62,596

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PURCHASING

RANK	SALARY
1	86,396 *
2	72,947 *
3	71,712 *
4	70,452 *
5	65,000 *
6	64,100 *
7	63,710 *
8	60,950 *
9	60,770 *
10	59,768 *
11	59,059 *
12	58,324 *

RANK	SALARY
13	57,773 *
14	57,430 *
15	55,580 *
16	51,852 *
17	40,980 *
18	38,883 *

AVERAGE "\*" 60,871

AVERAGE ALL 60,871

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF BENEFITS

RANK	SALARY
1	68,185 *
2	67,571 *
3	58,000 *
4	54,514 *
5	52,713 *
6	51,327 *
7	46,077 *
8	44,768 *
9	42,000 *
10	37,260 *

AVERAGE "\*" 52,242

AVERAGE ALL 52,242

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	90,700 *
2	84,460 *
3	80,000 *
4	75,000 *
5	72,484 *
6	65,500 *
7	64,100 *
8	61,645 *
9	60,624 *
10	56,120 *
11	54,073 *

TABLE II (CONTINUED)  
ATLANTA REGION

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FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PERSONNEL

RANK	SALARY
12	46,116 *
13	40,014 *

RANK	SALARY
13	54,100 *
14	50,281 *
15	47,616 *
16	40,212 *
17	39,711 *

(CONTINUED)

AVERAGE "M" 62,827

AVERAGE "M" 69,519

AVERAGE ALL 62,827

AVERAGE ALL 69,519

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PHYSICAL  
PLANT

AVERAGE "M" 60,034

AVERAGE ALL 60,034

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PAYROLL

RANK	SALARY
1	105,300 *
2	99,600 *
3	87,139 *
4	85,934 *
5	84,460 *
6	82,958 *
7	81,566 *
8	79,659 *
9	76,816 *
10	75,000 *
11	74,850 *
12	70,349 *
13	68,000 *
14	67,983 *
15	67,236 *
16	64,375 *
17	55,805 *

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF HEALTH &  
ENVIRONMENTAL SAFETY

RANK	SALARY
1	94,000 *
2	91,900 *
3	84,777 *
4	70,466 *
5	66,073 *
6	58,146 *
7	55,000 *
8	53,630 *
9	53,561 *
10	51,414 *
11	43,152 *
12	34,620 *
13	33,034 *

RANK	SALARY
1	69,550 *
2	( 62,561 ) *
3	61,200 *
4	59,600 *
5	58,673 *
6	58,410 *
7	54,900 *
8	51,500 *
9	49,776 *
10	48,542 *
11	46,392 *
12	45,634 *
13	40,700 *
14	40,223 *
15	37,500 *
16	33,000 *

AVERAGE "M" 78,061

AVERAGE "M" 60,752

AVERAGE "M" 51,135

AVERAGE ALL 60,752

AVERAGE ALL 51,135

AVERAGE ALL 78,061

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF FACILITIES  
PLANNING

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PUBLIC  
SAFETY

ACADEMIC ADMINISTRATORS:  
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	79,926 *
2	77,600 *
3	76,729 *
4	74,760 *
5	70,000 *
6	69,756 *
7	63,998 *
8	62,389 *
9	53,541 *
10	52,923 *
11	49,000 *

RANK	SALARY
1	90,700 *
2	76,055 *
3	74,675 *
4	68,374 *
5	66,722 *
6	63,764 *
7	61,855 *
8	58,998 *
9	57,851 *
10	57,343 *
11	56,712 *
12	55,610 *

RANK	SALARY
1	200,004 *
2	173,000 *
3	165,000 *
4	163,662 *
5	158,800 *
6	156,750 *
7	147,100 *
8	146,259 *
9	145,000 *
10	144,924 *
11	143,200 *
12	138,000 *
13	131,000 *



TABLE II (CONTINUED)  
ATLANTA REGIONACADEMIC ADMINISTRATORS:  
CHIEF ACADEMIC OFFICER

RANK	SALARY
(CONTINUED)	
14	(130,610)*
15	128,750 *
16	125,000 *
17	111,288 *
18	97,400 *

AVERAGE "X" 144,764

AVERAGE ALL 144,764

ACADEMIC ADMINISTRATORS:  
INTERNATIONAL EDUCATION  
ADMINISTRATOR

RANK	SALARY
1	100,842 *
2	100,408 *
3	89,337 *
4	83,249 *
5	76,150 *
6	66,966 *
7	62,436 *
8	55,296 *
9	48,410 *

AVERAGE "X" 75,899

AVERAGE ALL 75,899

ACADEMIC ADMINISTRATORS:  
DEAN/DIRECTOR OF  
ENROLLMENT MANAGEMENT

RANK	SALARY
1	97,200 *
2	88,850 *
3	82,500 *
4	80,068 *
5	75,000 *
6	57,790 *
7	57,536 *
8	56,040 *

RANK SALARY  
(CONTINUED)

AVERAGE "X" 74,373

AVERAGE ALL 74,373

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	117,700 *
2	117,569 *
3	116,549 *
4	110,500 *
5	108,377 *
6	105,000 *
7	100,050 *
8	97,500 *
9	97,393 *
10	97,000 *
11	95,000 *
12	92,424 *
13	90,381 *
14	82,658 *
15	82,658 *
16	78,043 *
17	72,670 *
18	64,100 *

AVERAGE "X" 95,865

AVERAGE ALL 95,865

ACADEMIC ADMINISTRATORS:  
MUSEUM DIRECTOR

RANK	SALARY
1	88,470 *
2	80,600 *
3	70,360 *
4	66,125 *
5	54,125 *
6	51,320 *
7	41,311 *

AVERAGE "X" 64,616

AVERAGE ALL 64,616

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	87,404 *
2	86,000 *
3	79,375 *
4	74,500 *
5	73,585 *
6	71,300 *
7	69,028 *
8	67,500 *
9	64,460 *
10	63,000 *
11	59,571 *
12	57,320 *
13	52,008 *

AVERAGE "X" 69,619

AVERAGE ALL 69,619

ACADEMIC ADMINISTRATORS:  
REGISTRAR

RANK	SALARY
1	108,767 *
2	97,200 *
3	81,000 *
4	75,218 *
5	71,880 *
6	69,710 *
7	67,747 *
8	61,600 *
9	60,224 *
10	57,192 *
11	57,000 *
12	51,291 *
13	49,201 *
14	48,134 *
15	46,374 *
16	43,784 *
17	40,700 *

AVERAGE "X" 63,942

AVERAGE ALL 63,942

TABLE II (CONTINUED)  
ATLANTA REGION

Page 49

ACADEMIC DEANS:  
AGRICULTURE

RANK	SALARY
1	146,800 *
2	143,526 *
3	135,000 *
4	(120,000)*
5	(114,999)*
6	111,560 *
7	93,679 *
8	75,300 *

AVERAGE "x" 117,608

AVERAGE ALL 117,608

ACADEMIC DEANS:  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	126,000 *
2	(120,500)*
3	117,750 *
4	108,150 *
5	106,507 *
6	(105,600)*
7	91,814 *

AVERAGE "x" 110,903

AVERAGE ALL 110,903

ACADEMIC DEANS:  
ARTS AND SCIENCES

RANK	SALARY
1	155,800 *
2	150,000 *
3	133,200 *
4	130,007 *
5	127,192 *
6	119,300 *
7	116,480 *
8	(112,926)*
9	109,136 *
10	100,000 *
11	81,350 *

RANK SALARY  
(CONTINUED)

AVERAGE "x" 121,399

AVERAGE ALL 121,399

ACADEMIC DEANS:  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	290,000 *
2	194,900 *
3	173,800 *
4	155,150 *
5	150,000 *
6	137,940 *
7	134,001 *
8	134,000 *
9	132,363 *
10	131,373 *
11	(128,500)*
12	124,800 *
13	118,315 *
14	117,298 *
15	114,100 *
16	109,300 *
17	106,464 *
18	87,500 *

AVERAGE "x" 141,100

AVERAGE ALL 141,100

ACADEMIC DEANS:  
CONTINUING EDUCATION

RANK	SALARY
1	128,500 *
2	103,000 *
3	98,500 *
4	94,621 *
5	88,500 *
6	87,655 *
7	82,178 *
8	79,926 *
9	66,589 *
10	65,000 *
11	63,621 *

RANK SALARY  
(CONTINUED)

AVERAGE "x" 87,099

AVERAGE ALL 87,099

ACADEMIC DEANS:  
EDUCATION

RANK	SALARY
1	136,600 *
2	127,155 *
3	122,720 *
4	122,000 *
5	121,540 *
6	120,051 *
7	(120,000)*
8	112,000 *
9	107,120 *
10	104,000 *
11	103,680 *
12	102,570 *
13	97,962 *
14	93,000 *
15	91,545 *
16	78,500 *
17	77,760 *

AVERAGE "x" 108,130

AVERAGE ALL 108,130

ACADEMIC DEANS:  
ENGINEERING

RANK	SALARY
1	190,000 *
2	155,000 *
3	152,168 *
4	139,219 *
5	136,299 *
6	(135,500)*
7	135,390 *
8	135,000 *
9	121,992 *
10	116,735 *
11	114,752 *
12	100,500 *
13	95,325 *

TABLE II (CONTINUED)  
ATLANTA REGIONACADEMIC DEANS:  
ENGINEERING

(CONTINUED)

AVERAGE "N" 132,914

AVERAGE ALL 132,914

ACADEMIC DEANS:  
FORESTRY

RANK	SALARY
1	143,000 *
2	123,640 *
3	108,150 *
4	98,730 *

AVERAGE "N" 118,380

AVERAGE ALL 118,380

ACADEMIC DEANS:  
GRADUATE

RANK	SALARY
1	135,000 *
2	(127,463)*
3	(121,900)*
4	121,500 *
5	120,230 *
6	116,000 *
7	111,000 *
8	103,922 *
9	101,825 *
10	101,450 *
11	101,198 *
12	99,899 *
13	92,576 *
14	92,400 *
15	86,652 *
16	81,400 *

AVERAGE "N" 107,151

AVERAGE ALL 107,151

ACADEMIC DEANS:  
HOME ECONOMICS

RANK	SALARY
1	133,600 *
2	114,505 *
3	107,490 *
4	102,280 *
5	93,000 *
6	89,800 *

AVERAGE "N" 106,779

AVERAGE ALL 106,779

ACADEMIC DEANS:  
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	132,000 *
2	125,989 *
3	112,175 *
4	111,450 *
5	108,000 *
6	101,552 *

AVERAGE "N" 115,194

AVERAGE ALL 115,194

ACADEMIC DEANS:  
LAW

RANK	SALARY
1	180,000 *
2	164,241 *
3	155,000 *
4	143,671 *
5	141,739 *
6	140,000 *
7	138,099 *
8	137,501 *
9	131,507 *
10	129,420 *

AVERAGE "N" 146,118

AVERAGE ALL 146,118

ACADEMIC DEANS:  
LIBERAL ARTS

RANK	SALARY
1	103,680 *
2	103,290 *
3	93,300 *

AVERAGE "N" 100,090

AVERAGE ALL 100,090

ACADEMIC DEANS:  
MUSIC

RANK	SALARY
1	121,938 *
2	104,011 *
3	95,148 *

AVERAGE "N" 107,032

AVERAGE ALL 107,032

ACADEMIC DEANS:  
SCIENCE

RANK	SALARY
1	(125,000)*
2	109,108 *
3	106,464 *

AVERAGE "N" 113,524

AVERAGE ALL 113,524

ACADEMIC DEANS:  
SOCIAL WORK

RANK	SALARY
1	139,337 *
2	123,000 *
3	106,100 *
4	89,615 *

TABLE II (CONTINUED)  
ATLANTA REGION

Page 51

ACADEMIC DEANS:  
SOCIAL WORK

RANK SALARY  
(CONTINUED)

RANK SALARY  
(CONTINUED)

(CONTINUED)

AVERAGE "X" 114,513

AVERAGE "X" 116,163

AVERAGE "X" 129,478

AVERAGE ALL 114,513

AVERAGE ALL 116,163

AVERAGE ALL 129,478

MEDICAL DEANS:  
MEDICINE

MEDICAL DEANS:  
VETERINARY MEDICINE

ACADEMIC DEANS:  
UNDERGRADUATE STUDIES

RANK	SALARY
1	233,690 *
2	224,700 *
3	198,739 *
4	125,000 *
5	80,500 *

RANK	SALARY
1	147,000 *
2	131,750 *
3	126,197 *
4	102,723 *
5	94,980 *

RANK	SALARY
1	135,300 *
2	122,000 *
3	104,500 *
4	90,037 *
5	89,018 *

AVERAGE "X" 172,526

AVERAGE "X" 120,530

AVERAGE ALL 172,526

AVERAGE ALL 120,530

MEDICAL DEANS:  
NURSING

STUDENT SERVICES ADMIN.:  
CHIEF STUDENT SERVICES  
OFFICER

MEDICAL DEANS:  
DENTISTRY

RANK	SALARY
1	156,690 *
2	136,500 *
3	116,281 *
4	113,899 *
5	113,300 *
6	98,086 *
7	93,215 *
8	89,630 *

RANK	SALARY
1	119,960 *
2	118,500 *
3	117,400 *
4	113,703 *
5	110,000 *
6	109,513 *
7	109,500 *
8	109,000 *
9	104,400 *
10	104,000 *
11	103,000 *
12	102,516 *
13	100,000 *
14	97,850 *
15	97,440 *
16	95,500 *
17	91,055 *
18	84,000 *

AVERAGE "X" 136,744

AVERAGE "X" 114,700

AVERAGE ALL 136,744

AVERAGE ALL 114,700

MEDICAL DEANS:  
HEALTH-RELATED  
PROFESSIONAL

MEDICAL DEANS:  
PHARMACY

RANK	SALARY
1	161,000 *
2	115,206 *
3	110,616 *
4	107,600 *
5	86,395 *

RANK	SALARY
1	147,000 *
2	146,783 *
3	137,100 *
4	110,210 *
5	106,296 *

AVERAGE "X" 104,852

AVERAGE ALL 104,852

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
ADMINISTRATIVE SALARIES SURVEY 1996-97

\* = NASULGC

TABLE II (CONTINUED)  
ATLANTA REGIONSTUDENT SERVICES ADMIN.:  
DIRECTOR OF HOUSING

RANK	SALARY
1	84,082 *
2	75,047 *
3	74,552 *
4	70,018 *
5	68,775 *
6	66,000 *
7	64,610 *
8	64,566 *
9	63,256 *
10	61,000 *
11	60,130 *
12	55,000 *
13	49,056 *
14	48,823 *
15	46,287 *
16	45,991 *
17	43,784 *
18	41,000 *

AVERAGE "X" 60,110

AVERAGE ALL 60,110

STUDENT SERVICES ADMIN.:  
DIRECTOR OF DINING  
SERVICES

RANK	SALARY
1	84,500 *
2	73,027 *
3	73,000 *
4	64,890 *
5	50,328 *
6	49,900 *

AVERAGE "X" 65,941

AVERAGE ALL 65,941

STUDENT SERVICES ADMIN.:  
DEAN OF STUDENT  
AFFAIRS

RANK	SALARY
1	93,326 *
2	84,214 *
3	84,156 *

RANK	SALARY
4	78,677 *
5	78,301 *
6	69,095 *
7	68,669 *
8	67,980 *
9	58,585 *
10	49,594 *
11	48,821 *
12	44,748 *

AVERAGE "X" 68,847

AVERAGE ALL 68,847

STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	153,719 *
2	136,185 *
3	121,567 *
4	96,642 *
5	95,052 *
6	93,503 *
7	87,288 *
8	86,081 *
9	83,677 *
10	72,800 *
11	69,597 *
12	68,985 *
13	64,000 *

AVERAGE "X" 94,546

AVERAGE ALL 94,546

STUDENT SERVICES ADMIN.:  
DIRECTOR OF CAREER  
SERVICES

RANK	SALARY
1	79,011 *
2	71,420 *
3	66,771 *
4	65,016 *
5	63,000 *
6	63,000 *
7	62,594 *
8	62,503 *
9	57,904 *

RANK	SALARY
10	48,000 *
11	47,124 *
12	46,206 *
13	44,805 *
14	43,776 *
15	42,170 *
16	41,268 *
17	40,000 *
18	30,160 *

AVERAGE "X" 54,152

AVERAGE ALL 54,152

STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
UNION

RANK	SALARY
1	91,000 *
2	65,119 *
3	63,000 *
4	58,105 *
5	57,585 *
6	54,175 *
7	53,000 *
8	52,530 *
9	52,250 *
10	50,095 *
11	( 49,919) *
12	49,804 *
13	47,900 *
14	46,183 *
15	41,340 *
16	37,201 *

AVERAGE "X" 54,325

AVERAGE ALL 54,325

STUDENT SERVICES ADMIN.:  
DIRECTOR OF MINORITY/  
MULTICULTURAL AFFAIRS

RANK	SALARY
1	97,300 *
2	87,588 *
3	71,690 *
4	68,250 *
5	67,724 *
6	62,436 *

TABLE II (CONTINUED)  
ATLANTA REGION

Page 53

STUDENT SERVICES ADMIN.:  
DIRECTOR OF MINORITY/  
MULTICULTURAL AFFAIRS

RANK	SALARY
(CONTINUED)	
7	58,849 *
8	53,000 *
9	39,900 *
10	38,665 *
AVERAGE "x"	64,540

AVERAGE ALL 64,540

STUDENT SERVICES ADMIN.:  
DIRECTOR OF COUNSELING

RANK	SALARY
1	68,180 *
2	67,882 *
3	67,028 *
4	66,391 *
5	63,000 *
6	61,228 *
7	60,042 *
8	57,790 *
9	56,271 *
10	55,116 *
11	54,700 *
12	54,581 *
13	53,038 *
14	50,700 *
15	50,000 *
16	47,537 *
17	31,484 *

AVERAGE "x" 56,763

AVERAGE ALL 56,763

STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTRAMURAL  
& RECREATIONAL SPORTS

RANK	SALARY
1	145,000 *
2	76,634 *
3	69,683 *
4	62,208 *
5	53,750 *

RANK	SALARY
6	53,400 *
7	52,719 *
8	51,597 *
9	47,966 *
10	45,770 *
11	45,146 *
12	41,097 *
13	41,000 *
14	40,456 *
15	39,712 *
16	29,870 *

AVERAGE "x" 56,001

AVERAGE ALL 56,001

STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTERNATIONAL  
STUDENT SERVICES

RANK	SALARY
1	89,337 *
2	68,124 *
3	67,725 *
4	60,212 *
5	51,485 *
6	46,350 *
7	44,186 *
8	43,000 *
9	41,200 *
10	41,108 *
11	35,565 *

AVERAGE "x" 53,481

AVERAGE ALL 53,481

STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
ACTIVITIES

RANK	SALARY
1	88,856 *
2	72,000 *
3	68,505 *
4	50,470 *
5	47,494 *
6	42,500 *
7	35,311 *

RANK SALARY  
(CONTINUED)

AVERAGE "x" 57,877

AVERAGE ALL 57,877

STUDENT SERVICES ADMIN.:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	96,463 *
2	81,000 *
3	79,550 *
4	77,480 *
5	72,500 *
6	71,050 *
7	67,500 *
8	65,722 *
9	64,181 *
10	62,800 *
11	61,000 *
12	57,348 *
13	50,556 *
14	47,286 *
15	46,350 *
16	43,051 *

AVERAGE "x" 65,240

AVERAGE ALL 65,240

STUDENT SERVICES ADMIN.:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	73,500 *
2	73,200 *
3	72,000 *
4	69,435 *
5	65,000 *
6	64,890 *
7	64,181 *
8	61,800 *
9	60,000 *
10	58,000 *
11	55,728 *
12	55,188 *
13	52,000 *
14	51,895 *

TABLE II (CONTINUED)  
ATLANTA REGIONSTUDENT SERVICES ADMIN.:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
(CONTINUED)	
15	51,516 *
16	47,460 *
AVERAGE "x"	60,987

AVERAGE ALL 60,987

DEVELOPMENT ADMINISTRATORS:  
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	154,000 *
2	135,850 *
3	126,000 *
4	120,000 *
5	109,221 *
6	108,800 *
7	104,148 *
8	102,700 *
9	90,130 *
10	83,480 *

AVERAGE "x" 113,433

AVERAGE ALL 113,433

DEVELOPMENT ADMINISTRATORS:  
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	146,600 *
2	141,000 *
3	125,962 *
4	124,216 *
5	119,300 *
6	100,082 *
7	98,500 *
8	( 91,576 ) *
9	( 89,192 ) *
10	51,500 *

RANK	SALARY
(CONTINUED)	
AVERAGE "x"	108,793

AVERAGE ALL 108,793

DEVELOPMENT ADMINISTRATORS:  
CHIEF PUBLIC RELATIONS  
OFFICER

RANK	SALARY
1	119,480 *
2	(105,361) *
3	96,404 *
4	94,065 *
5	84,500 *
6	77,014 *
7	58,500 *

AVERAGE "x" 90,761

AVERAGE ALL 90,761

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	76,372 *
2	58,000 *
3	53,090 *
4	49,500 *
5	42,849 *
6	34,831 *
7	33,759 *

AVERAGE "x" 49,772

AVERAGE ALL 49,772

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF PUBLIC  
RELATIONS

RANK	SALARY
1	87,650 *
2	76,661 *
3	75,760 *
4	69,484 *
5	64,944 *
6	61,500 *

RANK	SALARY
7	60,000 *
8	56,808 *
9	52,602 *
10	48,282 *
11	45,639 *

AVERAGE "x" 63,575

AVERAGE ALL 63,575

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	107,609 *
2	92,000 *
3	87,550 *
4	82,174 *
5	80,250 *
6	78,024 *
7	76,662 *
8	59,500 *
9	55,105 *

AVERAGE "x" 79,875

AVERAGE ALL 79,875

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF ALUMNI  
SERVICES

RANK	SALARY
1	123,060 *
2	98,262 *
3	92,700 *
4	88,875 *
5	85,829 *
6	73,134 *
7	69,400 *
8	68,825 *
9	66,541 *
10	61,349 *
11	57,600 *
12	57,186 *
13	56,628 *
14	53,440 *
15	47,500 *
16	44,179 *
17	39,848 *

## ATLANTA REGION

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF ALUMNI  
SERVICES

(CONTINUED)

AVERAGE "x" 69,668

AVERAGE ALL 69,668

INFO MANAGEMENT ADMINISTRATOR:  
CHIEF OF INFORMATION  
MANAGEMENT

RANK	SALARY
1	125,163 *
2	122,200 *
3	120,454 *
4	106,500 *
5	102,500 *
6	101,700 *
7	100,000 *
8	95,000 *
9	86,110 *
10	65,000 *

AVERAGE "x" 102,463

AVERAGE ALL 102,463

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF COMPUTING  
SERVICES

RANK	SALARY
1	113,700 *
2	104,981 *
3	99,090 *
4	95,000 *
5	88,500 *
6	83,718 *
7	78,280 *
8	78,280 *
9	65,041 *
10	64,618 *
11	49,000 *
12	48,269 *

AVERAGE "x" 80,706

AVERAGE ALL 80,706

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ACADEMIC  
COMPUTING SERVICES

RANK	SALARY
1	83,065 *
2	76,241 *
3	67,071 *
4	58,870 *
5	55,464 *

AVERAGE "x" 68,142

AVERAGE ALL 68,142

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ADMINISTRATIVE  
COMPUTING SERVICES

RANK	SALARY
1	97,156 *
2	87,500 *
3	86,090 *
4	82,000 *
5	78,540 *
6	72,018 *
7	63,860 *
8	61,451 *
9	54,000 *
10	52,205 *

AVERAGE "x" 73,482

AVERAGE ALL 73,482

RESEARCH ADMINISTRATORS:  
CHIEF RESEARCH OFFICER

RANK	SALARY
1	151,200 *
2	150,000 *
3	138,570 *
4	132,999 *
5	(127,463) *
6	123,250 *
7	(121,900) *
8	121,300 *
9	115,600 *
10	115,360 *
11	106,755 *
12	102,600 *

RANK	SALARY
13	101,825 *
14	98,262 *

AVERAGE "x" 121,935

AVERAGE ALL 121,935

RESEARCH ADMINISTRATORS:  
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	115,057 *
2	99,936 *
3	96,402 *
4	88,060 *
5	77,597 *
6	77,292 *
7	75,000 *
8	74,285 *
9	72,413 *
10	59,419 *
11	57,162 *
12	49,465 *

AVERAGE "x" 78,507

AVERAGE ALL 78,507

AGRICULTURAL ADMINISTRATORS:  
DIRECTOR OF COOPERATIVE  
EXTENSION

RANK	SALARY
1	128,048 *
2	95,893 *
3	84,160 *
4	70,504 *

AVERAGE "x" 94,651

AVERAGE ALL 94,651

OTHER ADMINISTRATORS:  
ASSISTANT TO THE CHIEF  
EXECUTIVE OFFICER

RANK	SALARY
1	102,000 *
2	99,287 *
3	87,550 *



TABLE II (CONTINUED)  
ATLANTA REGIONOTHER ADMINISTRATORS:  
ASSISTANT TO THE CHIEF  
EXECUTIVE OFFICER

RANK	SALARY
(CONTINUED)	
4	84,003 *
5	83,400 *
6	76,661 *
7	70,464 *
8	69,404 *
9	63,960 *
10	60,900 *
11	50,277 *

AVERAGE "M" 77,082

AVERAGE ALL 77,082

RANK	SALARY
3	115,000 *
4	114,600 *
5	102,000 *
6	102,000 *
7	( 99,420) *
8	88,270 *
9	84,460 *
10	83,100 *
11	82,914 *
12	78,609 *
13	71,000 *
14	68,340 *

AVERAGE "M" 95,587

AVERAGE ALL 95,587

OTHER ADMINISTRATORS:  
DIRECTOR OF AFFIRMATIVE  
ACTIONS

RANK	SALARY
1	92,531 *
2	91,100 *
3	88,670 *
4	80,474 *
5	79,450 *
6	76,426 *
7	68,880 *
8	68,000 *
9	65,000 *
10	63,685 *
11	63,000 *
12	61,770 *
13	60,000 *
14	59,664 *
15	50,000 *
16	34,423 *

AVERAGE "M" 68,942

AVERAGE ALL 68,942

OTHER ADMINISTRATORS:  
HEAD OF LEGISLATIVE/  
GOVERNMENTAL RELATIONS

RANK	SALARY
1	108,150 *
2	105,361 *
3	102,240 *
4	80,000 *
5	78,490 *
6	73,850 *
7	64,184 *
8	61,001 *
9	55,945 *

AVERAGE "M" 81,025

AVERAGE ALL 81,025

OTHER ADMINISTRATORS:  
LEGAL COUNSEL

RANK	SALARY
1	124,300 *
2	124,200 *

## TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE  
SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES  
REPRESENTING FORTY-FIVE STATES  
BY EMPLOYMENT OPPORTUNITY REGIONS

-CHICAGO REGION-

The Chicago Region as defined by the Equal Employment Opportunity Commission includes the states of Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin. The Universities participating from this region are:

BALL STATE UNIVERSITY  
ILLINOIS STATE UNIVERSITY  
\*KENT STATE UNIVERSITY  
\*MIAMI UNIVERSITY  
\*MICHIGAN STATE UNIVERSITY  
NORTHERN ILLINOIS UNIVERSITY  
\*OHIO STATE UNIVERSITY  
\*OHIO UNIVERSITY  
\*SOUTHERN ILLINOIS UNIVERSITY AT CARBONDALE  
\*THE UNIVERSITY OF AKRON  
\*THE UNIVERSITY OF MICHIGAN  
\*UNIVERSITY OF CINCINNATI  
\*UNIVERSITY OF ILLINOIS AT CHICAGO  
\*UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN  
\*UNIVERSITY OF TOLEDO  
\*UNIVERSITY OF WISCONSIN, MILWAUKEE

TABLE II (CONTINUED)  
CHICAGO REGIONCHIEF EXECUTIVE OFFICER:  
MULTI-CAMPUSES CHIEF  
EXECUTIVE OFFICER

RANK	SALARY
1	250,000 *
2	231,012 *
3	211,150 *
4	190,000 *
5	166,000 *

AVERAGE "\*" 209,632

AVERAGE ALL 209,632

CHIEF EXECUTIVE OFFICER:  
SING. UNIT INSTITUTION  
CHIEF EXEC. OFFICER

RANK	SALARY
1	260,709 *
2	207,700 *
3	195,000 *
4	185,400 *
5	174,408 *
6	167,270
7	160,008
8	150,000
9	145,000 *
10	144,708 *
11	126,000 *
12	115,000 *

AVERAGE "\*" 172,658

AVERAGE ALL 169,267

FINANCIAL ADMINISTRATOR:  
CHIEF FINANCIAL  
OFFICER

RANK	SALARY
1	215,881 *
2	157,752 *
3	149,350 *
4	135,200 *
5	130,600 *
6	121,921
7	120,000 *
8	117,400 *
9	110,928
10	110,844

RANK	SALARY
11	110,210 *
12	109,775 *
13	107,000 *

AVERAGE "\*" 135,317

AVERAGE ALL 130,528

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR  
MANAGEMENT & BUDGET

RANK	SALARY
1	143,500 *
2	97,059
3	82,400 *

AVERAGE "\*" 112,950

AVERAGE ALL 107,653

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR BUSINESS  
AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	140,000 *
2	105,240
3	89,578 *
4	85,000 *
5	80,628

AVERAGE "\*" 104,859

AVERAGE ALL 100,089

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR HUMAN  
RESOURCES

RANK	SALARY
1	135,798 *
2	120,000 *
3	109,600 *
4	91,362
5	88,400 *
6	83,280
7	82,560
8	76,000 *
9	73,794 *
10	50,470 *

RANK SALARY  
(CONTINUED)

AVERAGE "\*" 93,437

AVERAGE ALL 91,126

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR  
FACILITIES PLANNING

RANK	SALARY
1	140,000 *
2	93,627 *
3	93,000
4	92,100 *
5	85,200 *
6	76,560 *

AVERAGE "\*" 97,497

AVERAGE ALL 96,748

FINANCIAL ADMINISTRATOR:  
INTERNAL AUDITOR

RANK	SALARY
1	93,750 *
2	88,100 *
3	74,355 *
4	69,330 *
5	66,518 *
6	65,508 *
7	63,933
8	63,001 *
9	55,176
10	52,000 *
11	51,144
12	48,495 *
13	48,250 *
14	47,400 *

AVERAGE "\*" 65,155

AVERAGE ALL 63,354

TABLE II (CONTINUED)  
CHICAGO REGION

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF ACCOUNTING  
CONTROLLER

RANK	SALARY
1	139,600 *
2	102,482 *
3	92,748 *
4	92,700 *
5	81,492
6	81,200 *
7	80,500 *
8	78,170 *
9	74,230 *
10	70,560
11	65,417 *
12	64,000 *
13	59,900 *
14	48,118

AVERAGE "x" 84,632

AVERAGE ALL 80,794

FINANCIAL ADMINISTRATOR:  
BUDGET DIRECTOR

RANK	SALARY
1	91,700 *
2	73,522 *
3	69,204
4	68,772 *
5	64,000 *
6	62,000 *
7	60,300 *
8	60,000 *
9	55,620 *

AVERAGE "x" 66,989

AVERAGE ALL 67,235

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF RESEARCH  
ACCOUNTING

RANK	SALARY
1	51,396 *
2	44,939 *
3	43,930 *

RANK SALARY  
(CONTINUED)

AVERAGE "x" 46,755

AVERAGE ALL 46,755

FINANCIAL ADMINISTRATOR:  
TREASURER OR BURSAR

RANK	SALARY
1	78,484 *
2	77,724
3	72,312 *
4	68,557 *
5	62,000 *
6	60,669 *
7	59,700 *
8	56,418
9	54,684
10	52,515 *
11	11,152 *

AVERAGE "x" 58,174

AVERAGE ALL 59,474

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PURCHASING

RANK	SALARY
1	121,800 *
2	77,775 *
3	77,500 *
4	74,000 *
5	71,750
6	67,529 *
7	67,477 *
8	66,550 *
9	65,760
10	65,004 *
11	65,000 *
12	59,436 *
13	56,016 *
14	53,600 *
15	51,600
16	49,200 *

RANK SALARY  
(CONTINUED)

AVERAGE "x" 69,299

AVERAGE ALL 68,125

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF BENEFITS

RANK	SALARY
1	74,435 *
2	73,542 *
3	68,600 *
4	65,655 *
5	51,124 *
6	50,004 *
7	50,000 *
8	44,148
9	41,496 *
10	40,420 *
11	39,984 *

AVERAGE "x" 55,526

AVERAGE ALL 54,492

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	171,696 *
2	144,500 *
3	100,666 *
4	92,330 *
5	89,578 *
6	85,000 *
7	78,540 *
8	73,495 *
9	68,600 *
10	67,689 *

AVERAGE "x" 97,209

AVERAGE ALL 97,209

TABLE II (CONTINUED)  
CHICAGO REGIONFINANCIAL ADMINISTRATOR:  
DIRECTOR OF PAYROLL

RANK	SALARY
1	91,800 *
2	71,400 *
3	63,527 *
4	63,465
5	54,750 *
6	50,486 *
7	50,004 *
8	49,572
9	49,488
10	45,350 *
11	44,000 *
12	41,279 *
13	38,586 *
14	35,027 *

AVERAGE "M" 53,292

AVERAGE ALL 53,481

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF FACILITIES  
PLANNING

RANK	SALARY
1	128,232 *
2	100,664 *
3	90,414
4	79,640 *
5	72,205 *
6	70,175 *
7	61,240 *
8	60,410 *
9	57,086 *
10	56,063 *
11	55,584

AVERAGE "M" 76,191

AVERAGE ALL 75,610

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PHYSICAL  
PLANT

RANK	SALARY
1	132,100 *
2	109,900 *

RANK	SALARY
3	107,496 *
4	105,576 *
5	103,317 *
6	95,155 *
7	85,690 *
8	85,200 *
9	83,768 *
10	83,320 *
11	83,160
12	79,320
13	67,698 *
14	66,415 *

AVERAGE "M" 93,803

AVERAGE ALL 92,008

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PUBLIC  
SAFETY

RANK	SALARY
1	99,500 *
2	85,700 *
3	84,221 *
4	83,554 *
5	75,120
6	74,700 *
7	68,448 *
8	67,378
9	66,932 *
10	65,402 *
11	64,380 *
12	57,084
13	56,496 *
14	54,480 *

AVERAGE "M" 73,074

AVERAGE ALL 71,671

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF HEALTH &  
ENVIRONMENTAL SAFETY

RANK	SALARY
1	97,503 *
2	90,000 *
3	82,020 *
4	80,515 *
5	75,941 *

RANK	SALARY
6	65,804 *
7	65,200 *
8	62,708 *
9	61,800 *
10	57,915 *
11	56,424
12	50,628
13	39,499 *

AVERAGE "M" 70,810

AVERAGE ALL 68,151

ACADEMIC ADMINISTRATORS:  
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	216,674 *
2	186,936 *
3	180,250 *
4	170,100 *
5	149,350 *
6	146,550 *
7	145,000 *
8	144,200 *
9	143,823 *
10	141,300 *
11	132,500 *
12	125,688
13	125,340
14	121,637 *
15	120,864
16	113,375 *

AVERAGE "M" 153,207

AVERAGE ALL 147,724

ACADEMIC ADMINISTRATORS:  
INTERNATIONAL EDUCATION  
ADMINISTRATOR

RANK	SALARY
1	85,572
2	82,584
3	82,400 *
4	75,000 *
5	68,800
6	68,400 *
7	49,248 *

TABLE II (CONTINUED)  
CHICAGO REGION

Page 61

ACADEMIC ADMINISTRATORS:  
INTERNATIONAL EDUCATION  
ADMINISTRATOR

(CONTINUED)

AVERAGE "\*" 68,762

AVERAGE ALL 73,143

ACADEMIC ADMINISTRATORS:  
DEAN/DIRECTOR OF  
ENROLLMENT MANAGEMENT

RANK	SALARY
1	104,500 *
2	92,560 *
3	91,773 *
4	68,500 *

AVERAGE "\*" 89,333

AVERAGE ALL 89,333

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	148,500 *
2	132,200 *
3	122,111 *
4	119,700 *
5	118,450 *
6	113,935 *
7	106,800 *
8	106,416 *
9	105,756
10	105,155 *
11	99,550 *
12	96,747
13	95,050 *
14	86,600 *
15	83,653 *
16	77,388

AVERAGE "\*" 110,625

AVERAGE ALL 107,376

ACADEMIC ADMINISTRATORS:  
MUSEUM DIRECTOR

RANK	SALARY
1	73,788 *
2	71,000 *
3	67,860 *
4	59,500
5	43,716

AVERAGE "\*" 70,883

AVERAGE ALL 63,173

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	96,246 *
2	92,949 *
3	92,080 *
4	88,346 *
5	84,552
6	80,063 *
7	78,926 *
8	72,700 *
9	71,651 *
10	71,200 *
11	68,800
12	67,980 *
13	65,000 *
14	64,944
15	60,500 *

AVERAGE "\*" 78,137

AVERAGE ALL 77,062

ACADEMIC ADMINISTRATORS:  
REGISTRAR

RANK	SALARY
1	102,400 *
2	92,000 *
3	85,920 *
4	82,300 *
5	77,108 *
6	74,172 *
7	74,004

RANK	SALARY
8	73,840 *
9	72,825 *
10	68,181 *
11	64,695
12	64,130 *
13	63,151 *
14	61,032

AVERAGE "\*" 77,821

AVERAGE ALL 75,411

ACADEMIC DEANS:  
AGRICULTURE

RANK	SALARY
1	155,800 *
2	143,000 *
3	125,100 *
4	99,276 *

AVERAGE "\*" 130,794

AVERAGE ALL 130,794

ACADEMIC DEANS:  
ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	138,576 *
2	123,650 *
3	120,363 *
4	108,800 *
5	100,225
6	99,100 *

AVERAGE "\*" 118,098

AVERAGE ALL 115,119

ACADEMIC DEANS:  
ARTS AND SCIENCES

RANK	SALARY
1	199,000 *
2	142,000 *
3	134,619 *
4	126,379 *

TABLE II (CONTINUED)  
CHICAGO REGIONACADEMIC DEANS:  
ARTS AND SCIENCES

RANK	SALARY
(CONTINUED)	
5	121,956 *
6	120,000 *
7	114,936
8	113,600 *
9	110,000 *
10	109,000 *
11	108,321
12	105,636

AVERAGE "M" 130,728

AVERAGE ALL 125,454

ACADEMIC DEANS:  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	192,300 *
2	184,000 *
3	180,180 *
4	172,700 *
5	172,200 *
6	149,098 *
7	136,500 *
8	130,000 *
9	129,400 *
10	128,750 *
11	128,100 *
12	118,416
13	117,529 *
14	116,945
15	106,536

AVERAGE "M" 151,730

AVERAGE ALL 144,177

ACADEMIC DEANS:  
CONTINUING EDUCATION

RANK	SALARY
1	116,600 *
2	109,000 *
3	101,004 *

RANK	SALARY
4	97,000 *
5	95,127 *
6	90,800
7	85,000 *

AVERAGE "M" 100,622

AVERAGE ALL 99,219

ACADEMIC DEANS:  
EDUCATION

RANK	SALARY
1	141,100 *
2	139,632 *
3	124,667 *
4	122,366 *
5	120,500 *
6	117,500 *
7	115,100 *
8	113,350 *
9	108,000 *
10	107,200 *
11	106,882 *
12	100,008
13	99,996
14	99,816 *
15	94,768

AVERAGE "M" 118,009

AVERAGE ALL 114,059

ACADEMIC DEANS:  
ENGINEERING

RANK	SALARY
1	206,100 *
2	186,000 *
3	177,820 *
4	175,812 *
5	154,149 *
6	152,400 *
7	139,050 *
8	132,348
9	124,212 *
10	120,000 *
11	105,050 *

RANK SALARY  
(CONTINUED)

AVERAGE "M" 154,059

AVERAGE ALL 152,086

ACADEMIC DEANS:  
FINE ARTS

RANK	SALARY
1	130,632 *
2	120,000 *
3	111,200 *
4	108,350 *
5	108,000 *
6	104,800 *
7	104,640
8	102,430 *
9	99,324
10	95,748

AVERAGE "M" 112,202

AVERAGE ALL 108,512

ACADEMIC DEANS:  
GRADUATE

RANK	SALARY
1	172,000 *
2	153,500 *
3	149,050 *
4	140,004 *
5	137,600 *
6	105,876 *
7	104,500 *
8	103,900 *
9	102,312
10	95,388
11	90,937 *
12	80,834 *

AVERAGE "M" 123,820

AVERAGE ALL 119,658

TABLE II (CONTINUED)  
CHICAGO REGION

ACADEMIC DEANS:  
HOME ECONOMICS

RANK	SALARY
1	135,865 *
2	114,000 *
3	77,280 *

AVERAGE "X" 109,048

AVERAGE ALL 109,048

ACADEMIC DEANS:  
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	130,000 *
2	120,000 *
3	108,600 *
4	93,912 *
5	90,000
6	80,700 *

AVERAGE "X" 106,642

AVERAGE ALL 103,869

ACADEMIC DEANS:  
LAW

RANK	SALARY
1	181,824 *
2	167,000 *
3	159,500 *
4	157,195 *
5	153,000 *
6	149,250 *
7	134,550 *

AVERAGE "X" 157,474

AVERAGE ALL 157,474

ACADEMIC DEANS:  
LIBRARY SCIENCE

RANK	SALARY
1	180,300 *

RANK	SALARY
2	107,100 *
3	101,500 *
4	77,200 *

AVERAGE "X" 116,525

AVERAGE ALL 116,525

ACADEMIC DEANS:  
MUSIC

RANK	SALARY
1	153,500 *
2	143,800 *
3	98,280 *
4	87,000 *

AVERAGE "X" 120,645

AVERAGE ALL 120,645

ACADEMIC DEANS:  
SCIENCE

RANK	SALARY
1	144,200 *
2	140,000 *
3	100,572 *

AVERAGE "X" 128,257

AVERAGE ALL 128,257

ACADEMIC DEANS:  
SOCIAL WORK

RANK	SALARY
1	151,000 *
2	115,164 *
3	110,500 *
4	98,900 *
5	96,000 *

AVERAGE "X" 114,313

AVERAGE ALL 114,313

ACADEMIC DEANS:  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	105,550 *
2	95,000 *
3	93,850 *
4	56,000 *

AVERAGE "X" 87,600

AVERAGE ALL 87,600

MEDICAL DEANS:  
DENTISTRY

RANK	SALARY
1	149,000 *
2	138,204 *
3	134,591 *

AVERAGE "X" 140,598

AVERAGE ALL 140,598

MEDICAL DEANS:  
HEALTH-RELATED  
PROFESSIONAL

RANK	SALARY
1	125,000 *
2	120,100 *
3	114,605 *
4	105,100 *
5	104,148

AVERAGE "X" 116,201

AVERAGE ALL 113,791

MEDICAL DEANS:  
MEDICINE

RANK	SALARY
1	294,370 *
2	250,796 *
3	188,100 *
4	179,549 *
5	151,920 *

\* = NASULGC



TABLE II (CONTINUED)  
CHICAGO REGIONMEDICAL DEANS:  
MEDICINE

RANK	SALARY
(CONTINUED)	
6	127,200 *

AVERAGE "M" 198,656

AVERAGE ALL 198,656

MEDICAL DEANS:  
NURSING

RANK	SALARY
1	163,800 *
2	147,500 *
3	145,487 *
4	131,327 *
5	119,600 *
6	119,500 *
7	101,500 *

AVERAGE "M" 132,673

AVERAGE ALL 132,673

MEDICAL DEANS:  
PHARMACY

RANK	SALARY
1	152,496 *
2	145,000 *
3	139,050 *
4	136,000 *
5	119,835 *

AVERAGE "M" 138,476

AVERAGE ALL 138,476

MEDICAL DEANS:  
VETERINARY MEDICINE

RANK	SALARY
1	146,663 *
2	140,000 *
3	137,600 *

RANK SALARY  
(CONTINUED)

AVERAGE "M" 141,421

AVERAGE ALL 141,421

STUDENT SERVICES ADMIN.:  
CHIEF STUDENT SERVICES  
OFFICER

RANK	SALARY
1	173,243 *
2	160,176 *
3	149,350 *
4	125,000 *
5	125,000 *
6	118,450 *
7	115,872 *
8	112,800 *
9	112,275 *
10	106,300 *
11	103,734 *
12	100,940 *
13	100,520 *
14	90,000 *
15	87,996 *

AVERAGE "M" 123,106

AVERAGE ALL 118,777

STUDENT SERVICES ADMIN.:  
DIRECTOR OF HOUSING

RANK	SALARY
1	102,012 *
2	95,100 *
3	92,524 *
4	90,000 *
5	82,400 *
6	79,500 *
7	72,250 *
8	70,343 *
9	66,049 *
10	61,585 *
11	60,075 *
12	58,012 *
13	54,632 *
14	50,493 *
15	49,591 *

RANK SALARY  
(CONTINUED)

AVERAGE "M" 70,394

AVERAGE ALL 72,304

STUDENT SERVICES ADMIN.:  
DIRECTOR OF DINING  
SERVICES

RANK	SALARY
1	84,510 *
2	79,545 *
3	73,892 *
4	68,420 *
5	58,692 *
6	58,298 *
7	55,938 *
8	55,500 *
9	52,776 *
10	43,447 *

AVERAGE "M" 62,988

AVERAGE ALL 63,102

STUDENT SERVICES ADMIN.:  
DEAN OF STUDENT  
AFFAIRS

RANK	SALARY
1	122,520 *
2	93,600 *
3	87,530 *
4	85,200 *
5	79,140 *
6	77,765 *
7	72,240 *
8	63,433 *

AVERAGE "M" 86,943

AVERAGE ALL 85,179

STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	152,964 *
2	129,468 *

TABLE II (CONTINUED)  
CHICAGO REGION

STUDENT SERVICES ADMIN.:

DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
(CONTINUED)	
3	129,000 *
4	107,448 *
5	99,996 *
6	78,564 *
7	78,288
8	76,366 *
9	73,236
10	70,000 *

AVERAGE "M" 105,476

AVERAGE ALL 99,533

STUDENT SERVICES ADMIN.:

DIRECTOR OF CAREER  
SERVICES

RANK	SALARY
1	80,616 *
2	77,292
3	75,330 *
4	73,213 *
5	68,070 *
6	67,600 *
7	64,682
8	62,784 *
9	61,607 *
10	55,000 *
11	54,500 *
12	54,000 *
13	48,988 *

AVERAGE "M" 63,792

AVERAGE ALL 64,899

STUDENT SERVICES ADMIN.:

DIRECTOR OF STUDENT  
UNION

RANK	SALARY
1	106,068 *
2	82,568 *
3	80,400 *
4	77,556 *
5	76,722 *

RANK

SALARY

6	69,084 *
7	68,652
8	67,680
9	66,000 *
10	62,183 *
11	61,439 *
12	58,545
13	57,371 *
14	57,178 *
15	54,709 *
16	45,371 *
AVERAGE "M"	68,973

AVERAGE ALL 68,220

STUDENT SERVICES ADMIN.:

DIRECTOR OF MINORITY/  
MULTICULTURAL AFFAIRS

RANK	SALARY
1	121,008 *
2	118,450 *
3	94,500 *
4	90,640 *
5	65,285 *
6	64,830 *
7	59,615 *
8	56,623 *
9	54,957
10	43,981 *

AVERAGE "M" 79,437

AVERAGE ALL 76,989

STUDENT SERVICES ADMIN.:

DIRECTOR OF COUNSELING

RANK	SALARY
1	100,092 *
2	96,540
3	92,520 *
4	82,191
5	74,412 *
6	73,090 *
7	72,339 *
8	72,100 *
9	69,844 *
10	68,292

RANK

SALARY

11	64,236 *
12	58,000 *
13	55,376 *
14	53,175 *

AVERAGE "M" 71,380

AVERAGE ALL 73,729

STUDENT SERVICES ADMIN.:

DIRECTOR OF INTRAMURAL  
& RECREATIONAL SPORTS

RANK	SALARY
1	114,307 *
2	94,158
3	79,750 *
4	70,020 *
5	65,000 *
6	62,796
7	61,824 *
8	58,499 *
9	58,152 *
10	58,008
11	50,775 *
12	32,800 *

AVERAGE "M" 65,681

AVERAGE ALL 67,174

STUDENT SERVICES ADMIN.:

DIRECTOR OF INTERNATIONAL  
STUDENT SERVICES

RANK	SALARY
1	72,552 *
2	68,400 *
3	64,876 *
4	63,388 *
5	58,500 *
6	55,356 *
7	54,472 *
8	53,945 *
9	53,251 *
10	49,176

AVERAGE "M" 60,527

AVERAGE ALL 59,392

TABLE II (CONTINUED)  
CHICAGO REGION

## STUDENT SERVICES ADMIN.:

DIRECTOR OF STUDENT  
ACTIVITIES

RANK	SALARY
1	88,000 *
2	72,000
3	60,648 *
4	60,638 *
5	54,925 *
6	53,801 *
7	42,840 *
8	40,582 *
9	35,349 *

AVERAGE "x" 54,598

AVERAGE ALL 56,531

## STUDENT SERVICES ADMIN.:

## DIRECTOR OF ADMISSIONS

RANK	SALARY
1	97,900 *
2	91,773 *
3	88,085 *
4	83,320 *
5	74,700 *
6	73,884 *
7	70,836 *
8	66,024
9	63,250 *
10	59,028
11	51,732 *

AVERAGE "x" 77,276

AVERAGE ALL 74,594

## STUDENT SERVICES ADMIN.:

DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	86,300 *
2	81,173 *
3	80,670 *
4	77,555 *
5	74,540 *
6	73,884 *
7	72,400 *

## RANK SALARY

8	71,070 *
9	69,948
10	69,300
11	69,228 *
12	66,048
13	59,100 *

AVERAGE "x" 74,592

AVERAGE ALL 73,170

DEVELOPMENT ADMINISTRATORS:  
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	116,232
2	116,075 *
3	110,124 *
4	105,000 *

AVERAGE "x" 110,400

AVERAGE ALL 111,858

DEVELOPMENT ADMINISTRATORS:  
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	182,938 *
2	150,108 *
3	133,440
4	126,000 *
5	119,800 *
6	115,360 *
7	115,250 *
8	105,400 *
9	103,017
10	84,000 *
11	77,600 *

AVERAGE "x" 119,606

AVERAGE ALL 119,356

## DEVELOPMENT ADMINISTRATORS:

CHIEF PUBLIC RELATIONS  
OFFICER

RANK	SALARY
1	160,910 *
2	121,561 *
3	118,750 *
4	104,850 *
5	103,000 *
6	101,448 *
7	100,050 *
8	91,475 *
9	85,696 *
10	84,400 *
11	58,512

AVERAGE "x" 107,214

AVERAGE ALL 102,787

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	45,732
2	40,365 *
3	36,763 *

AVERAGE "x" 38,564

AVERAGE ALL 40,953

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF PUBLIC  
RELATIONS

RANK	SALARY
1	91,475 *
2	84,324
3	77,192 *
4	74,004
5	73,832 *
6	68,470 *
7	67,929 *
8	64,491
9	53,873 *

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TABLE II (CONTINUED)  
CHICAGO REGION

Page 67

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF PUBLIC  
RELATIONS

(CONTINUED)

AVERAGE "x" 72,129

AVERAGE ALL 72,843

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	107,000 *
2	87,437 *
3	83,835 *
4	72,924 *
5	66,924

AVERAGE "x" 87,799

AVERAGE ALL 83,624

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF ALUMNI  
SERVICES

RANK	SALARY
1	130,750 *
2	105,700 *
3	84,410 *
4	82,893
5	68,928
6	65,386 *
7	60,152 *
8	53,718 *
9	50,627 *
10	41,328

AVERAGE "x" 78,678

AVERAGE ALL 74,389

INFO MANAGEMENT ADMINISTRATOR:  
CHIEF OF INFORMATION  
MANAGEMENT

RANK	SALARY
1	165,012 *
2	150,000 *

RANK	SALARY
3	103,284
4	102,400 *
5	100,799 *
6	93,100 *
7	92,076 *
8	91,000 *
9	87,421 *

AVERAGE "x" 110,226

AVERAGE ALL 109,455

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF COMPUTING  
SERVICES

RANK	SALARY
1	114,100 *
2	98,916 *
3	96,531
4	85,260 *
5	81,700 *

AVERAGE "x" 94,994

AVERAGE ALL 95,301

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ACADEMIC  
COMPUTING SERVICES

RANK	SALARY
1	117,170 *
2	114,600 *
3	112,476 *
4	87,756
5	84,000 *
6	72,168
7	65,836 *
8	56,606 *
9	51,400 *

AVERAGE "x" 86,013

AVERAGE ALL 84,668

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ADMINISTRATIVE  
COMPUTING SERVICES

RANK	SALARY
1	100,250 *
2	84,732
3	83,230 *
4	73,068
5	61,800 *
6	55,825 *

AVERAGE "x" 75,276

AVERAGE ALL 76,484

RESEARCH ADMINISTRATORS:  
CHIEF RESEARCH OFFICER

RANK	SALARY
1	206,076 *
2	168,264 *
3	156,673 *
4	146,170 *
5	105,876 *
6	104,500 *
7	103,315 *
8	102,500 *
9	97,619 *
10	87,200 *
11	82,500

AVERAGE "x" 127,819

AVERAGE ALL 123,699

RESEARCH ADMINISTRATORS:  
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	140,970 *
2	98,800 *
3	84,692 *
4	74,975 *
5	69,144
6	62,185 *
7	55,000 *
8	49,140 *

TABLE II (CONTINUED)  
CHICAGO REGIONRESEARCH ADMINISTRATORS:  
DIRECTOR OF RESEARCH SERVICERANK SALARY  
(CONTINUED)RANK SALARY  
(CONTINUED)

(CONTINUED)

AVERAGE "M" 80,823

AVERAGE "M" 91,262

AVERAGE "M" 106,921

AVERAGE ALL 79,363

AVERAGE ALL 91,936

AVERAGE ALL 106,173

AGRICULTURAL ADMINISTRATORS:  
DIRECTOR OF COOPERATIVE  
EXTENSIONOTHER ADMINISTRATORS:  
DIRECTOR OF AFFIRMATIVE  
ACTIONSOTHER ADMINISTRATORS:  
HEAD OF LEGISLATIVE/  
GOVERNMENTAL RELATIONS

RANK	SALARY
1	134,172 *
2	126,896 *
3	105,500 *

RANK	SALARY
1	144,500 *
2	98,000 *
3	92,287 *
4	85,967 *
5	81,576 *
6	76,950 *
7	75,550 *
8	74,600 *
9	74,364 *
10	72,800 *
11	66,837 *
12	65,327 *
13	55,914 *
14	52,921 *

RANK	SALARY
1	160,910 *
2	97,850 *
3	92,803 *
4	92,040 *
5	91,536 *
6	89,675 *
7	87,732 *
8	82,065 *
9	78,900 *
10	62,933 *

AVERAGE "M" 122,189

AVERAGE "M" 82,276

AVERAGE "M" 94,742

AVERAGE ALL 122,189

AVERAGE ALL 79,828

AVERAGE ALL 93,644

AGRICULTURAL ADMINISTRATORS:  
DIRECTOR OF AGRICULTURAL  
EXPERIMENT STATION

RANK	SALARY
1	137,200 *
2	132,000 *
3	95,688 *
4	95,568 *

OTHER ADMINISTRATORS:  
LEGAL COUNSEL

AVERAGE "M" 115,114

AVERAGE ALL 115,114

OTHER ADMINISTRATORS:  
ASSISTANT TO THE CHIEF  
EXECUTIVE OFFICER

RANK	SALARY
1	140,004 *
2	110,000 *
3	105,000 *
4	102,000 *
5	97,994 *
6	93,890 *
7	93,730 *
8	74,500 *
9	59,737 *
10	42,500 *

RANK	SALARY
1	156,300 *
2	130,910 *
3	127,700 *
4	120,000 *
5	110,605 *
6	109,200 *
7	109,200 *
8	102,936 *
9	101,000 *
10	100,440 *
11	83,600 *
12	80,709 *
13	78,627 *
14	75,200 *

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TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE  
SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES  
REPRESENTING FORTY-FIVE STATES  
BY EMPLOYMENT OPPORTUNITY REGIONS

-DALLAS REGION-

The Dallas Region as defined by the Equal Employment Opportunity Commission includes the states of Arkansas, Louisiana, Oklahoma, New Mexico, and Texas. The Universities participating from this region are:

- \*LOUISIANA STATE UNIVERSITY AND A & M COLLEGE
- \*NEW MEXICO STATE UNIVERSITY
- \*OKLAHOMA STATE UNIVERSITY
- \*TEXAS A & M UNIVERSITY
- \*TEXAS TECH UNIVERSITY
- TEXAS WOMAN'S UNIVERSITY
- THE UNIVERSITY OF TEXAS AT DALLAS
- \*THE UNIVERSITY OF TEXAS, AUSTIN
- \*UNIVERSITY OF ARKANSAS
- \*UNIVERSITY OF HOUSTON
- \*UNIVERSITY OF NORTH TEXAS
- \*UNIVERSITY OF OKLAHOMA

TABLE II (CONTINUED)  
DALLAS REGIONCHIEF EXECUTIVE OFFICER:  
MULTI-CAMPUSES CHIEF  
EXECUTIVE OFFICER

RANK	SALARY
1	270,000 *
2	161,004 *
3	157,600 *

AVERAGE "x" 196,201

AVERAGE ALL 196,201

CHIEF EXECUTIVE OFFICER:  
SING. UNIT INSTITUTION  
CHIEF EXEC. OFFICER

RANK	SALARY
1	214,000 *
2	201,000 *
3	191,034 *
4	(190,000)*
5	186,000
6	184,374 *
7	157,246
8	153,390 *
9	153,000 *
10	147,146 *
11	140,036 *

AVERAGE "x" 174,887

AVERAGE ALL 174,293

FINANCIAL ADMINISTRATOR:  
CHIEF FINANCIAL  
OFFICER

RANK	SALARY
1	158,000 *
2	147,000 *
3	(132,540)*
4	131,034 *
5	122,400 *
6	121,019 *
7	120,000 *
8	116,500 *
9	115,477 *
10	112,000
11	108,508
12	106,881 *

RANK SALARY  
(CONTINUED)

AVERAGE "x" 127,085

AVERAGE ALL 124,280

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR BUSINESS  
AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	90,300 *
2	87,045 *
3	81,750 *
4	75,785 *

AVERAGE "x" 83,720

AVERAGE ALL 83,720

FINANCIAL ADMINISTRATOR:  
INTERNAL AUDITOR

RANK	SALARY
1	75,996 *
2	75,234 *
3	75,000 *
4	71,101 *
5	70,384 *
6	58,539 *
7	57,922
8	57,165 *
9	56,647 *
10	54,545
11	53,838 *

AVERAGE "x" 65,989

AVERAGE ALL 64,216

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF ACCOUNTING  
CONTROLLER

RANK	SALARY
1	(101,556)*
2	83,000 *
3	75,960 *
4	71,282
5	68,323 *

RANK	SALARY
6	65,344 *
7	54,626 *
8	53,473 *

AVERAGE "x" 71,755

AVERAGE ALL 71,696

FINANCIAL ADMINISTRATOR:  
BUDGET DIRECTOR

RANK	SALARY
1	80,600 *
2	( 76,092)*
3	70,700 *
4	70,500
5	67,500 *
6	67,119 *
7	65,933
8	63,000 *
9	52,354 *
10	48,136 *

AVERAGE "x" 65,688

AVERAGE ALL 66,193

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF RESEARCH  
ACCOUNTING

RANK	SALARY
1	64,008 *
2	56,300
3	54,080 *
4	37,326 *

AVERAGE "x" 51,805

AVERAGE ALL 52,929

FINANCIAL ADMINISTRATOR:  
TREASURER OR BURSAR

RANK	SALARY
1	68,826 *
2	59,796 *
3	( 55,656)*
4	54,256 *

TABLE II (CONTINUED)  
DALLAS REGION

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FINANCIAL ADMINISTRATOR:  
TREASURER OR BURSAR

RANK	SALARY
(CONTINUED)	
5	50,718 *
6	49,300 *
7	42,509 *
8	41,881
9	31,950
AVERAGE "x"	54,437
AVERAGE ALL	50,544

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PURCHASING

RANK	SALARY
1	68,251 *
2	66,594 *
3	66,558
4	65,200 *
5	59,800 *
6	58,488 *
7	58,180 *
8	57,000
9	56,776 *
10	55,666 *
11	52,578 *
AVERAGE "x"	60,170
AVERAGE ALL	60,463

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF BENEFITS

RANK	SALARY
1	54,366 *
2	49,684 *
3	38,235 *
4	36,734 *
5	36,508 *
AVERAGE "x"	43,105
AVERAGE ALL	43,105

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	88,000 *
2	85,490 *
3	82,512 *
4	81,334 *
5	80,000 *
6	73,124 *
7	69,168
8	64,313 *
9	62,400
10	54,000 *
AVERAGE "x"	76,097
AVERAGE ALL	74,034

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PAYROLL

RANK	SALARY
1	58,240 *
2	51,000 *
3	46,336 *
4	42,490 *
5	42,360 *
6	40,699 *
7	40,000
8	33,700 *
AVERAGE "x"	44,975
AVERAGE ALL	44,353

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF FACILITIES  
PLANNING

RANK	SALARY
1	86,000 *
2	72,500 *
3	68,251 *
4	55,165 *
AVERAGE "x"	70,479
AVERAGE ALL	70,479

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PHYSICAL  
PLANT

RANK	SALARY
1	126,034 *
2	88,322 *
3	87,060 *
4	86,235 *
5	84,495 *
6	83,000
7	81,679 *
8	80,000 *
9	79,943 *
10	78,936 *
11	71,260
12	66,500 *
AVERAGE "x"	85,920
AVERAGE ALL	84,455

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PUBLIC  
SAFETY

RANK	SALARY
1	76,738 *
2	76,008 *
3	73,535 *
4	69,912 *
5	69,400 *
6	62,643 *
7	61,413 *
8	61,281 *
9	59,598
10	56,850 *
11	49,400
AVERAGE "x"	67,531
AVERAGE ALL	65,162

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF HEALTH &  
ENVIRONMENTAL SAFETY

RANK	SALARY
1	70,400 *
2	70,000 *
3	68,292 *
4	65,000 *



TABLE II (CONTINUED)  
DALLAS REGIONFINANCIAL ADMINISTRATOR:  
DIRECTOR OF HEALTH &  
ENVIRONMENTAL SAFETY

RANK	SALARY
(CONTINUED)	
5	63,500 *
6	61,035 *
7	56,191 *
8	( 48,084)*
9	42,882 *

AVERAGE "\*" 60,598

AVERAGE ALL 60,598

ACADEMIC ADMINISTRATORS:  
DEAN/DIRECTOR OF  
ENROLLMENT MANAGEMENT

RANK	SALARY
1	72,824 *
2	58,339
3	55,750

AVERAGE "\*" 72,824

AVERAGE ALL 62,304

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	120,060 *
2	109,092 *
3	97,850 *
4	( 94,080)*
5	93,300 *
6	88,865 *
7	86,533 *
8	86,223
9	85,539 *
10	82,271 *
11	79,500

AVERAGE "\*" 95,288

AVERAGE ALL 93,028

ACADEMIC ADMINISTRATORS:  
MUSEUM DIRECTOR

RANK	SALARY
1	97,678 *
2	91,237 *
3	65,720 *
4	60,262 *

AVERAGE "\*" 78,724

AVERAGE ALL 78,724

ACADEMIC ADMINISTRATORS:  
INTERNATIONAL EDUCATION  
ADMINISTRATOR

RANK	SALARY
1	96,385 *
2	82,932 *
3	67,300 *
4	60,000 *

AVERAGE "\*" 76,654

AVERAGE ALL 76,654

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	83,436 *
2	78,000 *
3	70,394 *
4	65,902 *
5	64,361 *
6	62,947 *
7	59,364 *
8	48,030
9	42,150 *

AVERAGE "\*" 65,819

AVERAGE ALL 63,843

ACADEMIC ADMINISTRATORS:  
REGISTRAR

RANK	SALARY
1	81,800 *
2	81,420 *
3	80,537 *
4	63,717 *
5	62,213 *
6	58,061 *
7	57,751 *
8	57,292
9	56,650 *
10	46,115 *

AVERAGE "\*" 65,363

AVERAGE ALL 64,556

ACADEMIC DEANS:  
AGRICULTURE

RANK	SALARY
1	181,387 *
2	128,524 *
3	127,000 *
4	126,720 *
5	116,099 *
6	105,515 *

TABLE II (CONTINUED)  
DALLAS REGION

ACADEMIC DEANS:

AGRICULTURE

RANK

SALARY

4	165,835 *
5	156,480 *
6	152,760 *
7	133,000 *
8	125,410 *
9	122,640 *
10	121,870 *
11	120,000 *

(CONTINUED)

AVERAGE "\*" 130,874

AVERAGE ALL 130,874

ACADEMIC DEANS:

ARCHITECTURE/ENVIRONMENTAL  
DESIGN

AVERAGE "\*" 146,659

AVERAGE ALL 149,008

RANK

SALARY

1	130,522 *
2	116,391 *
3	111,250 *
4	103,305 *
5	102,687 *
6	100,510 *
7	98,385 *

AVERAGE "\*" 109,007

AVERAGE ALL 109,007

ACADEMIC DEANS:

ARTS AND SCIENCES

ACADEMIC DEANS:

CONTINUING EDUCATION

RANK

SALARY

1	110,350 *
2	108,243 *
3	96,240 *
4	92,971 *
5	85,000 *
6	67,138
7	62,422 *

AVERAGE "\*" 92,538

AVERAGE ALL 88,909

ACADEMIC DEANS:

EDUCATION

RANK

SALARY

1	161,288 *
2	125,004 *
3	109,235 *
4	107,811 *
5	107,100 *
6	107,034 *
7	106,433 *
8	104,354 *
9	103,850 *
10	98,809 *
11	86,383

AVERAGE "\*" 113,092

AVERAGE ALL 110,664

RANK

SALARY

1	197,998 *
2	172,500
3	170,595 *

ACADEMIC DEANS:

BUSINESS/INDUSTRIAL  
MANAGEMENT

ACADEMIC DEANS:

ENGINEERING

RANK

SALARY

1	198,000 *
2	176,135 *
3	143,434 *
4	143,000
5	141,803 *
6	131,560 *
7	128,603 *
8	126,558 *
9	126,480 *
10	111,188 *

AVERAGE "\*" 142,640

AVERAGE ALL 142,676

ACADEMIC DEANS:

FINE ARTS

RANK

SALARY

1	125,000 *
2	101,210 *
3	( 95,000) *

AVERAGE "\*" 107,070

AVERAGE ALL 107,070

ACADEMIC DEANS:

GRADUATE

RANK

SALARY

1	149,400 *
2	134,002 *
3	(101,416) *
4	99,282 *
5	98,732
6	98,510 *
7	98,000
8	97,010 *
9	92,700 *

AVERAGE "\*" 110,331

AVERAGE ALL 107,672

TABLE II (CONTINUED)  
DALLAS REGIONACADEMIC DEANS:  
LAW

RANK	SALARY
1	185,688 *
2	176,034 *
3	152,500 *
4	145,046 *
5	140,246 *

AVERAGE "\*" 159,903

AVERAGE ALL 159,903

ACADEMIC DEANS:  
LIBRARY SCIENCE

RANK	SALARY
1	117,791 *
2	(100,000)*
3	93,731 *
4	84,225

AVERAGE "\*" 103,841

AVERAGE ALL 98,937

ACADEMIC DEANS:  
SCIENCE

RANK	SALARY
1	191,070 *
2	149,999 *
3	118,089 *
4	116,000

AVERAGE "\*" 153,053

AVERAGE ALL 143,790

ACADEMIC DEANS:  
SOCIAL WORK

RANK	SALARY
1	126,000 *
2	95,696 *
3	94,760 *

RANK SALARY  
(CONTINUED)

AVERAGE "\*" 105,485

AVERAGE ALL 105,485

ACADEMIC DEANS:  
UNDERGRADUATE STUDIES

RANK	SALARY
1	118,597 *
2	96,500
3	78,180 *

AVERAGE "\*" 98,389

AVERAGE ALL 97,759

ACADEMIC DEANS:  
UNIVERSITY COLLEGE/  
GENERAL COLLEGE

RANK	SALARY
1	112,827 *
2	101,000
3	92,700 *
4	89,722 *

AVERAGE "\*" 98,416

AVERAGE ALL 99,062

MEDICAL DEANS:  
HEALTH-RELATED  
PROFESSIONAL

RANK	SALARY
1	114,000
2	99,282 *
3	85,628

AVERAGE "\*" 99,282

AVERAGE ALL 99,637

MEDICAL DEANS:  
VETERINARY MEDICINE

RANK	SALARY
1	153,878 *
2	131,340 *
3	118,150 *

AVERAGE "\*" 134,456

AVERAGE ALL 134,456

STUDENT SERVICES ADMIN.:  
CHIEF STUDENT SERVICES  
OFFICER

RANK	SALARY
1	136,176 *
2	129,782 *
3	115,000
4	109,701 *
5	106,661 *
6	105,102 *
7	102,251 *
8	101,181
9	97,253 *
10	96,374 *
11	94,650 *
12	85,510 *

AVERAGE "\*" 106,346

AVERAGE ALL 106,637

STUDENT SERVICES ADMIN.:  
DIRECTOR OF HOUSING

RANK	SALARY
1	92,600 *
2	73,150 *
3	69,060 *
4	67,177 *
5	63,000 *
6	60,019 *
7	59,119 *
8	55,601 *
9	55,362 *
10	52,058

TABLE II (CONTINUED)  
DALLAS REGION

Page 75

STUDENT SERVICES ADMIN.:  
DIRECTOR OF HOUSING

RANK	SALARY
7	54,457 *
8	48,095 *

STUDENT SERVICES ADMIN.:  
DIRECTOR OF MINORITY/  
MULTICULTURAL AFFAIRS

(CONTINUED)

AVERAGE "x" 66,121

AVERAGE "x" 76,973

AVERAGE ALL 77,522

AVERAGE ALL 64,715

STUDENT SERVICES ADMIN.:  
DIRECTOR OF CAREER  
SERVICES

RANK	SALARY
1	( 87,000)*
2	( 77,333)*
3	59,034 *
4	55,633 *
5	26,928 *

STUDENT SERVICES ADMIN.:  
DIRECTOR OF DINING  
SERVICES

RANK	SALARY
1	60,019 *
2	55,290 *
3	50,000 *

AVERAGE "x" 55,103

AVERAGE ALL 55,103

RANK	SALARY
1	70,045 *
2	68,543 *
3	61,893 *
4	55,584 *
5	53,345 *
6	51,325 *
7	48,500
8	47,512 *
9	46,994 *
10	44,554

AVERAGE "x" 56,905

AVERAGE ALL 54,830

STUDENT SERVICES ADMIN.:  
DEAN OF STUDENT  
AFFAIRS

RANK	SALARY
1	85,200 *
2	74,134 *
3	( 71,440)*
4	69,034 *
5	65,165 *
6	62,400 *
7	62,000
8	52,463 *

AVERAGE "x" 68,548

AVERAGE ALL 67,730

STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
UNION

RANK	SALARY
1	84,024 *
2	76,000 *
3	66,987 *
4	66,035 *
5	60,442 *
6	59,601 *
7	54,769 *
8	54,162 *
9	52,561 *
10	39,192

AVERAGE "x" 63,842

AVERAGE ALL 61,377

STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	101,034 *
2	87,633 *
3	86,875 *
4	85,204 *
5	81,370
6	75,510 *

AVERAGE "x" 61,186

AVERAGE ALL 61,186

STUDENT SERVICES ADMIN.:  
DIRECTOR OF COUNSELING

RANK	SALARY
1	102,057 *
2	87,384 *
3	84,035 *
4	74,314 *
5	58,270 *
6	57,802
7	57,401 *
8	56,268 *
9	46,350
10	45,000 *

AVERAGE "x" 70,591

AVERAGE ALL 66,888

STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTRAMURAL  
& RECREATIONAL SPORTS

RANK	SALARY
1	76,650 *
2	69,035 *
3	( 61,620)*
4	60,146 *
5	53,964 *
6	53,266 *
7	50,504 *
8	47,736 *
9	36,235 *
10	28,555 *

TABLE II (CONTINUED)  
DALLAS REGIONSTUDENT SERVICES ADMIN.:  
DIRECTOR OF INTRAMURAL  
& RECREATIONAL SPORTS

(CONTINUED)

AVERAGE "M" 53,771

AVERAGE ALL 53,771

STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTERNATIONAL  
STUDENT SERVICES

RANK	SALARY
1	77,259 *
2	60,243 *
3	53,020 *
4	48,776 *
5	( 44,028) *
6	37,375 *

AVERAGE "M" 53,450

AVERAGE ALL 53,450

STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
ACTIVITIES

RANK	SALARY
1	66,034 *
2	54,355 *
3	41,410 *
4	40,729 *
5	38,840 *
6	37,536 *
7	33,619 *

AVERAGE "M" 45,614

AVERAGE ALL 44,646

STUDENT SERVICES ADMIN.:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	103,000 *
2	96,241 *
3	90,000 *
4	66,254 *

RANK	SALARY
5	63,221 *
6	60,247 *
7	57,751 *
8	57,360 *
9	47,656 *
10	46,426 *

AVERAGE "M" 71,303

AVERAGE ALL 68,816

STUDENT SERVICES ADMIN.:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	87,651 *
2	80,256 *
3	68,742 *
4	68,567 *
5	67,558 *
6	56,650 *
7	54,977 *
8	54,193 *
9	53,371 *
10	50,033 *
11	49,000 *

AVERAGE "M" 63,827

AVERAGE ALL 62,818

DEVELOPMENT ADMINISTRATORS:  
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	119,525 *
2	107,935 *
3	107,216 *
4	105,373 *

AVERAGE "M" 110,012

AVERAGE ALL 110,012

DEVELOPMENT ADMINISTRATORS:  
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	164,500 *
2	140,134 *
3	125,000 *
4	118,010 *
5	110,000 *
6	101,074 *
7	71,499 *

AVERAGE "M" 121,524

AVERAGE ALL 118,602

DEVELOPMENT ADMINISTRATORS:  
CHIEF PUBLIC RELATIONS  
OFFICER

RANK	SALARY
1	143,500 *
2	76,527 *
3	73,906 *
4	63,520 *
5	39,431 *

AVERAGE "M" 79,377

AVERAGE ALL 79,377

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF PUBLIC  
RELATIONS

RANK	SALARY
1	( 95,604) *
2	90,000 *
3	84,903 *
4	61,234 *
5	59,360 *
6	54,605 *
7	52,567 *
8	46,866 *
9	42,000 *

AVERAGE "M" 67,534

AVERAGE ALL 65,238

TABLE II (CONTINUED)  
DALLAS REGION

Page 77

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	90,000 *
2	83,996 *
3	81,436 *
4	45,381 *
AVERAGE "x"	75,203
AVERAGE ALL	75,203

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF ALUMNI  
SERVICES

RANK	SALARY
1	83,996 *
2	80,808 *
3	79,510 *
4	73,954 *
5	65,593 *
6	61,543 *
7	49,980 *
8	45,673 *
9	38,390
AVERAGE "x"	67,632
AVERAGE ALL	64,383

INFO MANAGEMENT ADMINISTRATOR:  
CHIEF OF INFORMATION  
MANAGEMENT

RANK	SALARY
1	97,782 *
2	96,806 *
3	85,000
4	83,296 *
5	81,770 *
6	79,850 *
AVERAGE "x"	87,901
AVERAGE ALL	87,417

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF COMPUTING  
SERVICES

RANK	SALARY
1	89,627 *
2	( 87,360)*
3	87,127 *
4	78,000 *
5	75,870 *
6	75,222
7	73,354 *
AVERAGE "x"	81,890
AVERAGE ALL	80,937

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ACADEMIC  
COMPUTING SERVICES

RANK	SALARY
1	173,708 *
2	96,700 *
3	73,530 *
4	72,619 *
5	65,414 *
6	58,600
AVERAGE "x"	96,394
AVERAGE ALL	90,095

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ADMINISTRATIVE  
COMPUTING SERVICES

RANK	SALARY
1	87,739 *
2	86,500 *
3	73,358 *
4	65,414 *
5	65,300
AVERAGE "x"	78,253
AVERAGE ALL	75,662

RESEARCH ADMINISTRATORS:  
CHIEF RESEARCH OFFICER

RANK	SALARY
1	174,658 *
2	142,810 *
3	141,034 *
4	(123,840)*
5	113,030 *
6	112,476 *
7	105,397 *
8	98,510 *
9	97,010 *
AVERAGE "x"	123,196
AVERAGE ALL	123,196

RESEARCH ADMINISTRATORS:  
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	127,110 *
2	79,598 *
3	77,000
4	73,923 *
5	69,010 *
6	67,553 *
7	66,719 *
8	64,237
9	60,719 *
10	55,353 *
AVERAGE "x"	74,998
AVERAGE ALL	74,122

OTHER ADMINISTRATORS:  
ASSISTANT TO THE CHIEF  
EXECUTIVE OFFICER

RANK	SALARY
1	118,000 *
2	112,034 *
3	91,118 *
4	76,694 *
5	76,000 *
6	73,700
7	69,384 *
8	64,272 *

TABLE II (CONTINUED)  
DALLAS REGIONOTHER ADMINISTRATORS:  
ASSISTANT TO THE CHIEF  
EXECUTIVE OFFICER

RANK	SALARY
(CONTINUED)	
9	52,728 *
AVERAGE "x"	82,529
AVERAGE ALL	81,548

OTHER ADMINISTRATORS:  
HEAD OF LEGISLATIVE/  
GOVERNMENTAL RELATIONS

RANK	SALARY
1	108,216 *
2	106,000 *
3	96,708 *
4	93,630 *
5	90,633 *
6	57,660 *

OTHER ADMINISTRATORS:  
DIRECTOR OF AFFIRMATIVE  
ACTIONS

AVERAGE "x"	92,141
AVERAGE ALL	92,141

RANK	SALARY
1	68,251 *
2	67,043 *
3	65,035 *
4	61,045 *
5	59,620 *
6	( 54,504) *
7	50,000 *

AVERAGE "x"	60,785
-------------	--------

AVERAGE ALL	60,785
-------------	--------

OTHER ADMINISTRATORS:  
LEGAL COUNSEL

RANK	SALARY
1	124,000 *
2	110,360 *
3	(106,000) *
4	100,656 *
5	88,615
6	83,212 *
7	76,000 *
8	71,946 *

AVERAGE "x"	96,025
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AVERAGE ALL	95,099
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## TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE  
SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES  
REPRESENTING FORTY-FIVE STATES  
BY EMPLOYMENT OPPORTUNITY REGIONS

-DENVER REGION-

The Denver Region as defined by the Equal Employment Opportunity Commission includes the states of Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming. The Universities participating from this region are:

- \*COLORADO STATE UNIVERSITY
- \*MONTANA STATE UNIVERSITY-BOZEMAN
- \*NORTH DAKOTA STATE UNIVERSITY
- \*UNIVERSITY OF COLORADO AT BOULDER
- \*UNIVERSITY OF NORTHERN COLORADO
- \*UNIVERSITY OF UTAH
- \*UNIVERSITY OF WYOMING
- \*UTAH STATE UNIVERSITY



TABLE II (CONTINUED)  
DENVER REGIONCHIEF EXECUTIVE OFFICER:  
MULTI-CAMPUSES CHIEF  
EXECUTIVE OFFICER

RANK	SALARY
1	185,000 *
2	171,630 *
3	106,856 *

AVERAGE "M" 154,495

AVERAGE ALL 154,495

CHIEF EXECUTIVE OFFICER:  
SING. UNIT INSTITUTION  
CHIEF EXEC. OFFICER

RANK	SALARY
1	171,600 *
2	166,305 *
3	148,720 *
4	129,840 *
5	125,000 *
6	123,650 *

AVERAGE "M" 144,186

AVERAGE ALL 144,186

FINANCIAL ADMINISTRATOR:  
CHIEF FINANCIAL  
OFFICER

RANK	SALARY
1	125,560 *
2	124,359 *
3	105,823 *
4	102,900 *
5	97,272 *
6	96,500 *
7	96,425 *
8	91,836 *

AVERAGE "M" 105,084

AVERAGE ALL 105,084

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR  
MANAGEMENT & BUDGET

RANK	SALARY
1	147,309 *
2	77,500 *
3	76,380 *

AVERAGE "M" 100,396

AVERAGE ALL 100,396

FINANCIAL ADMINISTRATOR:  
INTERNAL AUDITOR

RANK	SALARY
1	79,975 *
2	65,000 *
3	62,460 *
4	62,118 *
5	49,572 *
6	41,856 *
7	34,330 *

AVERAGE "M" 56,473

AVERAGE ALL 56,473

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF ACCOUNTING  
CONTROLLER

RANK	SALARY
1	94,928 *
2	86,405 *
3	64,541 *
4	62,500 *
5	59,724 *
6	58,432 *
7	56,260 *
8	49,549 *

AVERAGE "M" 66,542

AVERAGE ALL 66,542

FINANCIAL ADMINISTRATOR:  
BUDGET DIRECTOR

RANK	SALARY
1	103,000 *
2	91,400 *
3	87,270 *
4	81,432 *
5	69,501 *
6	49,464 *
7	35,700 *

AVERAGE "M" 73,967

AVERAGE ALL 73,967

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF RESEARCH  
ACCOUNTING

RANK	SALARY
1	71,532 *
2	71,064 *
3	46,422 *

AVERAGE "M" 63,006

AVERAGE ALL 63,006

FINANCIAL ADMINISTRATOR:  
TREASURER OR BURSAR

RANK	SALARY
1	77,305 *
2	71,000 *
3	60,568 *

AVERAGE "M" 69,624

AVERAGE ALL 69,624

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PURCHASING

RANK	SALARY
1	79,400 *
2	68,649 *
3	66,070 *
4	53,600 *

TABLE II (CONTINUED)  
DENVER REGION

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PURCHASING

RANK	SALARY
(CONTINUED)	
5	50,950 *
6	41,868 *
7	41,758 *
AVERAGE "x"	57,471
AVERAGE ALL	57,471

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	84,600 *
2	81,670 *
3	80,000 *
4	71,900 *
5	61,911 *
6	56,484 *
7	55,445 *
8	51,613 *
AVERAGE "x"	67,953
AVERAGE ALL	67,953

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PAYROLL

RANK	SALARY
1	76,035 *
2	60,000 *
3	42,684 *
4	37,452 *
5	37,417 *
6	37,038 *
AVERAGE "x"	48,438
AVERAGE ALL	48,438

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF FACILITIES  
PLANNING

RANK	SALARY
1	94,100 *
2	75,425 *
3	68,500 *
4	66,939 *
5	65,295 *
6	61,620 *
7	47,311 *
AVERAGE "x"	68,456
AVERAGE ALL	68,456

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PHYSICAL  
PLANT

RANK	SALARY
1	107,935 *
2	80,000 *
3	72,000 *
4	67,062 *
5	64,900 *
6	64,884 *
7	62,831 *
AVERAGE "x"	74,230
AVERAGE ALL	74,230

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PUBLIC  
SAFETY

RANK	SALARY
1	87,000 *
2	72,500 *
3	53,304 *
4	48,579 *
5	39,605 *
AVERAGE "x"	60,198
AVERAGE ALL	60,198

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF HEALTH &  
ENVIRONMENTAL SAFETY

RANK	SALARY
1	72,850 *
2	72,000 *
3	58,000 *
4	57,192 *
5	42,380 *
AVERAGE "x"	60,484
AVERAGE ALL	60,484

ACADEMIC ADMINISTRATORS:  
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	147,390 *
2	135,000 *
3	126,950 *
4	120,000 *
5	118,968 *
6	101,500 *
7	99,000 *
8	91,800 *
AVERAGE "x"	117,576
AVERAGE ALL	117,576

ACADEMIC ADMINISTRATORS:  
INTERNATIONAL EDUCATION  
ADMINISTRATOR

RANK	SALARY
1	96,000 *
2	69,220 *
3	68,481 *
4	63,648 *
AVERAGE "x"	74,337
AVERAGE ALL	74,337

TABLE II (CONTINUED)  
DENVER REGIONACADEMIC ADMINISTRATORS:  
DEAN/DIRECTOR OF  
ENROLLMENT MANAGEMENT

RANK	SALARY
1	86,200 *
2	72,820 *
3	( 72,520)*
4	61,200 *

AVERAGE "x" 73,185

AVERAGE ALL 73,185

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	111,000 *
2	110,554 *
3	104,000 *
4	89,000 *
5	82,840 *
6	81,672 *
7	70,000 *
8	65,837 *

AVERAGE "x" 89,363

AVERAGE ALL 89,363

ACADEMIC ADMINISTRATORS:  
MUSEUM DIRECTOR

RANK	SALARY
1	82,351 *
2	76,800 *
3	73,522 *
4	72,980 *

AVERAGE "x" 76,413

AVERAGE ALL 76,413

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	70,306 *

RANK	SALARY
2	65,087 *
3	62,400 *
4	53,708 *
5	51,060 *

AVERAGE "x" 60,512

AVERAGE ALL 60,512

ACADEMIC ADMINISTRATORS:  
REGISTRAR

RANK	SALARY
1	76,749 *
2	65,484 *
3	( 61,123)*
4	58,160 *
5	57,276 *
6	55,104 *
7	48,000 *

AVERAGE "x" 60,271

AVERAGE ALL 60,271

ACADEMIC DEANS:  
AGRICULTURE

RANK	SALARY
1	102,957 *
2	98,712 *
3	94,990 *
4	87,290 *

AVERAGE "x" 95,987

AVERAGE ALL 95,987

ACADEMIC DEANS:  
ARTS AND SCIENCES

RANK	SALARY
1	134,000 *
2	96,312 *
3	85,000 *
4	84,019 *

RANK SALARY  
(CONTINUED)

AVERAGE "x" 99,833

AVERAGE ALL 99,833

ACADEMIC DEANS:  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	136,000 *
2	135,000 *
3	124,525 *
4	99,132 *
5	99,097 *
6	98,000 *
7	92,781 *
8	91,200 *

AVERAGE "x" 109,467

AVERAGE ALL 109,467

ACADEMIC DEANS:  
CONTINUING EDUCATION

RANK	SALARY
1	95,190 *
2	83,612 *
3	83,230 *
4	83,000 *

AVERAGE "x" 86,258

AVERAGE ALL 86,258

ACADEMIC DEANS:  
EDUCATION

RANK	SALARY
1	112,372 *
2	92,004 *
3	91,504 *
4	91,226 *
5	88,175 *
6	83,546 *
7	82,901 *

TABLE II (CONTINUED)  
DENVER REGION

ACADEMIC DEANS:  
EDUCATION

(CONTINUED)

AVERAGE "x" 91,675

AVERAGE ALL 91,675

ACADEMIC DEANS:  
ENGINEERING

RANK	SALARY
1	162,163 *
2	143,000 *
3	111,100 *
4	110,405 *
5	106,920 *
6	95,109 *
7	85,313 *

AVERAGE "x" 116,287

AVERAGE ALL 116,287

ACADEMIC DEANS:  
GRADUATE

RANK	SALARY
1	125,952 *
2	106,100 *
3	98,210 *
4	95,700 *
5	90,932 *
6	68,220 *

AVERAGE "x" 97,519

AVERAGE ALL 97,519

ACADEMIC DEANS:  
LAW

RANK	SALARY
1	139,000 *
2	134,160 *
3	87,840 *

RANK SALARY  
(CONTINUED)

AVERAGE "x" 120,333

AVERAGE ALL 120,333

ACADEMIC DEANS:  
SCIENCE

RANK	SALARY
1	117,300 *
2	116,080 *
3	109,357 *
4	90,500 *

AVERAGE "x" 108,309

AVERAGE ALL 108,309

MEDICAL DEANS:  
HEALTH-RELATED  
PROFESSIONAL

RANK	SALARY
1	113,960 *
2	101,112 *
3	89,143 *

AVERAGE "x" 101,405

AVERAGE ALL 101,405

STUDENT SERVICES ADMIN.:  
CHIEF STUDENT SERVICES  
OFFICER

RANK	SALARY
1	118,000 *
2	114,368 *
3	105,000 *
4	90,020 *
5	86,275 *
6	83,640 *
7	81,868 *

AVERAGE "x" 97,024

AVERAGE ALL 97,024

STUDENT SERVICES ADMIN.:  
DIRECTOR OF HOUSING

RANK	SALARY
1	83,072 *
2	82,000 *
3	( 65,806) *
4	62,500 *
5	62,400 *
6	61,200 *
7	55,008 *
8	41,594 *

AVERAGE "x" 64,198

AVERAGE ALL 64,198

STUDENT SERVICES ADMIN.:  
DIRECTOR OF DINING  
SERVICES

RANK	SALARY
1	59,675 *
2	58,500 *
3	53,040 *
4	53,000 *
5	50,103 *

AVERAGE "x" 54,864

AVERAGE ALL 54,864

STUDENT SERVICES ADMIN.:  
DEAN OF STUDENT  
AFFAIRS

RANK	SALARY
1	75,000 *
2	62,160 *
3	58,703 *
4	54,624 *

AVERAGE "x" 62,622

AVERAGE ALL 62,622

TABLE II (CONTINUED)  
DENVER REGIONSTUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	99,960 *
2	98,500 *
3	72,000 *
4	53,028 *
5	50,703 *

AVERAGE "\*" 74,838

AVERAGE ALL 74,838

STUDENT SERVICES ADMIN.:  
DIRECTOR OF CAREER  
SERVICES

RANK	SALARY
1	64,078 *
2	56,000 *
3	54,010 *
4	49,393 *
5	47,424 *
6	46,691 *
7	46,568 *
8	46,267 *

AVERAGE "\*" 51,304

AVERAGE ALL 51,304

STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
UNION

RANK	SALARY
1	80,168 *
2	74,000 *
3	( 66,304) *
4	59,038 *
5	52,008 *
6	49,474 *
7	49,000 *
8	46,053 *

AVERAGE "\*" 59,506

AVERAGE ALL 59,506

STUDENT SERVICES ADMIN.:  
DIRECTOR OF MINORITY/  
MULTICULTURAL AFFAIRS

RANK	SALARY
1	71,050 *
2	58,888 *
3	51,288 *
4	41,677 *
5	41,550 *
6	40,368 *

AVERAGE "\*" 50,804

AVERAGE ALL 50,804

STUDENT SERVICES ADMIN.:  
DIRECTOR OF COUNSELING

RANK	SALARY
1	90,500 *
2	( 80,855) *
3	73,700 *
4	64,210 *
5	55,452 *
6	54,091 *
7	45,473 *

AVERAGE "\*" 66,326

AVERAGE ALL 66,326

STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTRAMURAL  
& RECREATIONAL SPORTS

RANK	SALARY
1	71,486 *
2	59,100 *
3	49,600 *
4	48,038 *
5	35,975 *

AVERAGE "\*" 52,840

AVERAGE ALL 52,840

STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTERNATIONAL  
STUDENT SERVICES

RANK	SALARY
1	52,350 *
2	45,900 *
3	41,592 *
4	41,343 *
5	40,242 *

AVERAGE "\*" 44,285

AVERAGE ALL 44,285

STUDENT SERVICES ADMIN.:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	78,931 *
2	74,500 *
3	60,792 *
4	57,830 *

AVERAGE "\*" 68,013

AVERAGE ALL 68,013

STUDENT SERVICES ADMIN.:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	85,708 *
2	58,305 *
3	53,832 *
4	53,646 *
5	53,418 *
6	48,000 *
7	47,500 *

AVERAGE "\*" 57,201

AVERAGE ALL 57,201

DEVELOPMENT ADMINISTRATORS:  
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	110,854 *

\* = NASULGC

TABLE II (CONTINUED)  
DENVER REGION

DEVELOPMENT ADMINISTRATORS:  
CHIEF DEVELOPMENT OFFICER

RANK SALARY  
6 45,675 \*

RESEARCH ADMINISTRATORS:  
CHIEF RESEARCH OFFICER

RANK SALARY  
(CONTINUED)  
2 101,700 \*  
3 91,642 \*  
AVERAGE "x" 101,399

AVERAGE "x" 55,333  
AVERAGE ALL 55,333

RANK SALARY  
1 144,500 \*  
2 130,771 \*  
3 113,700 \*  
4 100,817 \*  
5 95,304 \*

INFO MANAGEMENT ADMINISTRATOR:  
CHIEF OF INFORMATION  
MANAGEMENT

AVERAGE ALL 101,399

RANK SALARY  
1 105,000 \*  
2 100,000 \*  
3 99,800 \*  
4 91,340 \*  
5 83,000 \*

AVERAGE "x" 117,018

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF PUBLIC  
RELATIONS

AVERAGE ALL 117,018

RESEARCH ADMINISTRATORS:  
DIRECTOR OF RESEARCH SERVICE

RANK SALARY  
1 84,081 \*  
2 75,551 \*  
3 61,900 \*  
4 58,440 \*  
5 36,382 \*

AVERAGE "x" 95,828

RANK SALARY  
1 93,704 \*  
2 89,188 \*  
3 71,532 \*  
4 68,628 \*  
5 67,100 \*  
6 55,613 \*

AVERAGE ALL 95,828

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF COMPUTING  
SERVICES

AVERAGE "x" 63,271

RANK SALARY  
1 102,720 \*  
2 85,200 \*  
3 62,500 \*  
4 56,244 \*

AVERAGE "x" 74,294

AVERAGE ALL 63,271

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF DEVELOPMENT

AVERAGE ALL 74,294

AGRICULTURAL ADMINISTRATORS:  
DIRECTOR OF COOPERATIVE  
EXTENSION

RANK SALARY  
1 86,802 \*  
2 60,594 \*  
3 57,915 \*  
4 53,052 \*

AVERAGE "x" 76,666

RANK SALARY  
1 99,000 \*  
2 96,168 \*  
3 90,000 \*  
4 87,551 \*  
5 85,313 \*

AVERAGE ALL 76,666

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ACADEMIC  
COMPUTING SERVICES

AVERAGE "x" 64,591

RANK SALARY  
1 103,300 \*  
2 73,600 \*  
3 40,700 \*

AVERAGE "x" 91,606

AVERAGE ALL 64,591

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF ALUMNI  
SERVICES

AVERAGE ALL 91,606

AGRICULTURAL ADMINISTRATORS:  
DIRECTOR OF AGRICULTURAL  
EXPERIMENT STATION

RANK SALARY  
1 77,950 \*  
2 58,400 \*  
3 52,403 \*  
4 50,972 \*  
5 46,596 \*

AVERAGE "x" 72,533

RANK SALARY  
1 119,000 \*

AVERAGE ALL 72,533

TABLE II (CONTINUED)  
DENVER REGION

## AGRICULTURAL ADMINISTRATORS:

DIRECTOR OF AGRICULTURAL  
EXPERIMENT STATION

RANK	SALARY
2	89,640 *
3	85,900 *
4	69,174 *
5	64,300 *
6	50,906 *

RANK	SALARY
(CONTINUED)	
2	107,142 *
3	85,313 *

AVERAGE "x" 81,861

AVERAGE "x" 103,818

AVERAGE ALL 81,861

AVERAGE ALL 103,818

OTHER ADMINISTRATORS:  
HEAD OF LEGISLATIVE/  
GOVERNMENTAL RELATIONS

## OTHER ADMINISTRATORS:

ASSISTANT TO THE CHIEF  
EXECUTIVE OFFICER

RANK	SALARY	RANK	SALARY
1	77,782 *	1	80,710 *
2	70,063 *	2	72,000 *
3	70,000 *	3	70,900 *
4	68,481 *	4	60,900 *
5	65,006 *		

AVERAGE "x" 71,128

AVERAGE "x" 70,266

AVERAGE ALL 71,128

AVERAGE ALL 70,266

## OTHER ADMINISTRATORS:

DIRECTOR OF AFFIRMATIVE  
ACTIONS

RANK	SALARY
1	68,350 *
2	67,600 *
3	67,305 *
4	59,700 *
5	53,580 *
6	51,765 *
7	46,344 *
8	44,478 *

AVERAGE "x" 57,390

AVERAGE ALL 57,390

## OTHER ADMINISTRATORS:

LEGAL COUNSEL

RANK	SALARY
1	131,246 *

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE  
SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES  
REPRESENTING FORTY-FIVE STATES  
BY EMPLOYMENT OPPORTUNITY REGIONS

-KANSAS CITY REGION-

The Kansas City Region as defined by the Equal Employment Opportunity Commission includes the states of Iowa, Kansas, Missouri, and Nebraska. The Universities participating from this region are:

- \*IOWA STATE UNIVERSITY
- \*KANSAS STATE UNIVERSITY
- \*UNIVERSITY OF KANSAS
- \*UNIVERSITY OF MISSOURI-COLUMBIA
- \*UNIVERSITY OF MISSOURI-KANSAS CITY



TABLE II (CONTINUED)  
KANSAS CITY REGIONCHIEF EXECUTIVE OFFICER:  
SING. UNIT INSTITUTION  
CHIEF EXEC. OFFICER

RANK	SALARY
1	198,000 *
2	162,800 *
3	154,913 *
4	150,000 *

AVERAGE "x" 166,428

AVERAGE ALL 166,428

FINANCIAL ADMINISTRATOR:  
CHIEF FINANCIAL  
OFFICER

RANK	SALARY
1	146,300 *
2	144,200 *
3	129,000 *
4	113,958 *
5	80,300 *

AVERAGE "x" 122,752

AVERAGE ALL 122,752

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR  
MANAGEMENT & BUDGET

RANK	SALARY
1	( 95,814)*
2	90,000 *
3	87,622 *

AVERAGE "x" 91,145

AVERAGE ALL 91,145

FINANCIAL ADMINISTRATOR:  
INTERNAL AUDITOR

RANK	SALARY
1	59,691 *
2	57,655 *
3	47,380 *
4	43,000 *

RANK SALARY  
(CONTINUED)

AVERAGE "x" 51,932

AVERAGE ALL 51,932

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF ACCOUNTING  
CONTROLLER

RANK	SALARY
1	94,500 *
2	79,156 *
3	78,158 *
4	63,880 *

AVERAGE "x" 78,924

AVERAGE ALL 78,924

FINANCIAL ADMINISTRATOR:  
BUDGET DIRECTOR

RANK	SALARY
1	136,000 *
2	81,750 *
3	71,550 *
4	62,712 *
5	52,620 *

AVERAGE "x" 80,926

AVERAGE ALL 80,926

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PURCHASING

RANK	SALARY
1	96,950 *
2	92,800 *
3	62,000 *
4	59,200 *
5	55,575 *
6	( 54,119)*

AVERAGE "x" 70,107

AVERAGE ALL 70,107

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF BENEFITS

RANK	SALARY
1	48,382 *
2	46,266 *
3	42,393 *
4	27,773 *

AVERAGE "x" 41,204

AVERAGE ALL 41,204

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	80,877 *
2	77,100 *
3	70,967 *
4	70,500 *

AVERAGE "x" 74,861

AVERAGE ALL 74,861

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PAYROLL

RANK	SALARY
1	73,500 *
2	63,768 *
3	53,500 *
4	50,245 *
5	43,882 *

AVERAGE "x" 56,979

AVERAGE ALL 56,979

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF FACILITIES  
PLANNING

RANK	SALARY
1	76,159 *
2	66,963 *
3	65,810 *

TABLE II (CONTINUED)  
KANSAS CITY REGION

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FINANCIAL ADMINISTRATOR:  
DIRECTOR OF FACILITIES  
PLANNING

(CONTINUED)

AVERAGE "\*" 69,644

AVERAGE ALL 69,644

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PHYSICAL  
PLANT

RANK	SALARY
1	87,064 *
2	85,574 *
3	78,563 *
4	72,610 *
5	68,400 *
6	63,000 *

AVERAGE "\*" 75,869

AVERAGE ALL 75,869

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PUBLIC  
SAFETY

RANK	SALARY
1	69,320 *
2	66,900 *
3	66,234 *
4	66,200 *
5	60,250 *
6	54,200 *

AVERAGE "\*" 63,851

AVERAGE ALL 63,851

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF HEALTH &  
ENVIRONMENTAL SAFETY

RANK	SALARY
1	94,450 *
2	75,500 *
3	60,000 *
4	57,400 *

RANK SALARY  
(CONTINUED)

AVERAGE "\*" 71,838

AVERAGE ALL 71,838

ACADEMIC ADMINISTRATORS:  
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	168,000 *
2	161,300 *
3	135,000 *
4	130,000 *
5	125,898 *

AVERAGE "\*" 144,040

AVERAGE ALL 144,040

ACADEMIC ADMINISTRATORS:  
INTERNATIONAL EDUCATION  
ADMINISTRATOR

RANK	SALARY
1	107,513 *
2	88,310 *
3	82,620 *
4	77,301 *

AVERAGE "\*" 88,936

AVERAGE ALL 88,936

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	124,000 *
2	110,000 *
3	106,915 *
4	106,745 *
5	95,000 *
6	93,812 *

AVERAGE "\*" 106,079

AVERAGE ALL 106,079

ACADEMIC ADMINISTRATORS:  
MUSEUM DIRECTOR

RANK	SALARY
1	102,382 *
2	88,168 *
3	61,800 *
4	61,127 *

AVERAGE "\*" 78,369

AVERAGE ALL 78,369

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	92,597 *
2	79,600 *
3	76,579 *
4	76,498 *
5	69,200 *

AVERAGE "\*" 78,895

AVERAGE ALL 78,895

ACADEMIC ADMINISTRATORS:  
REGISTRAR

RANK	SALARY
1	86,000 *
2	67,000 *
3	64,000 *
4	60,483 *
5	59,234 *
6	54,530 *

AVERAGE "\*" 65,208

AVERAGE ALL 65,208

ACADEMIC DEANS:  
AGRICULTURE

RANK	SALARY
1	144,200 *
2	128,500 *

TABLE II (CONTINUED)  
KANSAS CITY REGION

## ACADEMIC DEANS:

## AGRICULTURE

RANK	SALARY
5	122,000 *
6	115,008 *

RANK SALARY  
(CONTINUED)

3 127,890 \*

4 121,172 \*

AVERAGE "X" 130,441

AVERAGE ALL 130,441

## ACADEMIC DEANS:

ARCHITECTURE/ENVIRONMENTAL  
DESIGN

RANK	SALARY
1	112,000 *
2	111,678 *
3	99,773 *

AVERAGE "X" 107,817

AVERAGE ALL 107,817

ACADEMIC DEANS:  
EDUCATION

RANK SALARY  
1 116,690 \*  
2 115,137 \*  
3 112,000 \*  
4 103,008 \*

AVERAGE "X" 111,709

AVERAGE ALL 111,709

## ACADEMIC DEANS:

## ARTS AND SCIENCES

RANK	SALARY
1	130,410 *
2	119,228 *
3	105,818 *
4	93,200 *

AVERAGE "X" 112,164

AVERAGE ALL 112,164

ACADEMIC DEANS:  
ENGINEERING

RANK SALARY  
1 152,000 \*  
2 135,000 \*  
3 126,069 \*  
4 120,000 \*  
5 116,454 \*  
6 113,560 \*

AVERAGE "X" 127,181

AVERAGE ALL 127,181

## ACADEMIC DEANS:

BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	174,720 *
2	150,000 *
3	145,600 *
4	117,575 *
5	113,821 *

AVERAGE "X" 140,343

AVERAGE ALL 140,343

RANK SALARY  
1 156,725 \*  
2 142,475 \*  
3 139,256 \*  
4 135,800 \*

## ACADEMIC DEANS:

## GRADUATE

RANK	SALARY
1	116,500 *
2	115,274 *
3	104,000 *
4	88,310 *

AVERAGE "X" 106,021

AVERAGE ALL 106,021

## ACADEMIC DEANS:

## HOME ECONOMICS

RANK	SALARY
1	125,500 *
2	116,511 *
3	111,010 *
4	106,750 *

AVERAGE "X" 114,943

AVERAGE ALL 114,943

## ACADEMIC DEANS:

## LAW

RANK	SALARY
1	155,728 *
2	155,080 *
3	151,500 *
4	90,000 *

AVERAGE "X" 138,077

AVERAGE ALL 138,077

## MEDICAL DEANS:

## VETERINARY MEDICINE

RANK	SALARY
1	154,830 *
2	142,500 *
3	115,279 *

TABLE II (CONTINUED)  
KANSAS CITY REGION

Page 91

MEDICAL DEANS:  
VETERINARY MEDICINE

(CONTINUED)

AVERAGE "M" 137,536

AVERAGE ALL 137,536

STUDENT SERVICES ADMIN.:  
CHIEF STUDENT SERVICES  
OFFICER

RANK	SALARY
1	128,960 *
2	123,837 *
3	122,000 *
4	114,636 *
5	112,100 *
6	108,909 *

AVERAGE "M" 118,407

AVERAGE ALL 118,407

STUDENT SERVICES ADMIN.:  
DIRECTOR OF HOUSING

RANK	SALARY
1	84,000 *
2	76,875 *
3	67,554 *
4	64,200 *

AVERAGE "M" 73,157

AVERAGE ALL 73,157

STUDENT SERVICES ADMIN.:  
DIRECTOR OF DINING  
SERVICES

RANK	SALARY
1	68,550 *
2	66,700 *
3	59,250 *

RANK SALARY  
(CONTINUED)

AVERAGE "M" 64,833

AVERAGE ALL 64,833

STUDENT SERVICES ADMIN.:  
DEAN OF STUDENT  
AFFAIRS

RANK	SALARY
1	84,600 *
2	84,200 *
3	77,350 *

AVERAGE "M" 82,050

AVERAGE ALL 82,050

STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
HEALTH CENTER

RANK	SALARY
1	115,254 *
2	104,547 *
3	76,100 *
4	( 70,100) *
5	64,492 *

AVERAGE "M" 86,099

AVERAGE ALL 86,099

STUDENT SERVICES ADMIN.:  
DIRECTOR OF CAREER  
SERVICES

RANK	SALARY
1	82,100 *
2	66,850 *
3	64,173 *
4	53,248 *
5	51,455 *
6	50,625 *

AVERAGE "M" 61,409

AVERAGE ALL 61,409

STUDENT SERVICES ADMIN.:  
DIRECTOR OF MINORITY/  
MULTICULTURAL AFFAIRS

RANK	SALARY
1	81,028 *
2	61,200 *
3	50,000 *
4	49,595 *

AVERAGE "M" 60,456

AVERAGE ALL 60,456

STUDENT SERVICES ADMIN.:  
DIRECTOR OF COUNSELING

RANK	SALARY
1	75,500 *
2	73,800 *
3	71,147 *
4	70,800 *
5	64,832 *
6	63,861 *

AVERAGE "M" 69,990

AVERAGE ALL 69,990

STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTRAMURAL  
& RECREATIONAL SPORTS

RANK	SALARY
1	59,948 *
2	59,000 *
3	58,859 *
4	51,000 *
5	36,990 *

AVERAGE "M" 53,159

AVERAGE ALL 53,159

STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTERNATIONAL  
STUDENT SERVICES

RANK	SALARY
1	59,314 *
2	49,870 *

TABLE II (CONTINUED)  
KANSAS CITY REGIONSTUDENT SERVICES ADMIN.:  
DIRECTOR OF INTERNATIONAL  
STUDENT SERVICES

RANK	SALARY
5	59,630 *
6	56,036 *

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ACADEMIC  
COMPUTING SERVICES

RANK	SALARY
(CONTINUED)	
3	48,214 *
4	45,055 *
5	37,798 *

AVERAGE "\*" 68,430

AVERAGE ALL 68,430

DEVELOPMENT ADMINISTRATORS:  
CHIEF PUBLIC RELATIONS  
OFFICER

RANK	SALARY
1	116,530 *
2	88,500 *
3	78,460 *
4	78,120 *
5	56,000 *

AVERAGE "\*" 83,522

AVERAGE ALL 83,522

AVERAGE "\*" 48,050

AVERAGE ALL 48,050

STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
ACTIVITIES

RANK	SALARY
1	54,740 *
2	54,300 *
3	44,761 *
4	38,388 *

AVERAGE "\*" 78,364

AVERAGE ALL 78,364

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF PUBLIC  
RELATIONSINFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ADMINISTRATIVE  
COMPUTING SERVICES

RANK	SALARY
1	112,425 *
2	74,250 *
3	64,816 *
4	57,766 *

AVERAGE "\*" 77,314

AVERAGE ALL 77,314

AVERAGE "\*" 48,047

AVERAGE ALL 48,047

STUDENT SERVICES ADMIN.:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	72,000 *
2	70,564 *
3	63,484 *
4	60,200 *
5	54,202 *

RANK	SALARY
1	78,000 *
2	55,660 *
3	47,215 *

AVERAGE "\*" 60,292

AVERAGE ALL 60,292

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF ALUMNI  
SERVICESRESEARCH ADMINISTRATORS:  
CHIEF RESEARCH OFFICER

RANK	SALARY
1	132,000 *
2	121,365 *
3	116,500 *
4	115,274 *
5	104,140 *

AVERAGE "\*" 117,856

AVERAGE ALL 117,856

AVERAGE "\*" 64,090

AVERAGE ALL 64,090

STUDENT SERVICES ADMIN.:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	79,942 *
2	76,400 *
3	74,400 *
4	64,170 *

AVERAGE "\*" 78,330

AVERAGE ALL 78,330

RESEARCH ADMINISTRATORS:  
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	72,400 *
2	64,617 *
3	51,985 *

TABLE II (CONTINUED)  
KANSAS CITY REGION

Page 93

RESEARCH ADMINISTRATORS:  
DIRECTOR OF RESEARCH SERVICE

RANK SALARY  
(CONTINUED)

(CONTINUED)

AVERAGE "x" 63,001

AVERAGE "x" 75,336

AVERAGE ALL 75,336

AVERAGE ALL 63,001

OTHER ADMINISTRATORS:  
LEGAL COUNSEL

AGRICULTURAL ADMINSTRATORS:  
DIRECTOR OF COOPERATIVE  
EXTENSION

RANK	SALARY
1	95,700 *
2	91,665 *
3	52,212 *

RANK	SALARY
1	127,000 *
2	108,609 *
3	92,750 *

AVERAGE "x" 79,859

AVERAGE ALL 79,859

AVERAGE "x" 109,453

OTHER ADMINISTRATORS:  
HEAD OF LEGISLATIVE/  
GOVERNMENTAL RELATIONS

AVERAGE ALL 109,453

OTHER ADMINISTRATORS:  
ASSISTANT TO THE CHIEF  
EXECUTIVE OFFICER

RANK	SALARY
1	105,890 *
2	103,600 *
3	78,684 *
4	47,936 *

RANK	SALARY
1	132,080 *
2	95,970 *
3	92,754 *
4	91,000 *
5	88,300 *
6	63,560 *

AVERAGE "x" 84,028

AVERAGE ALL 84,028

AVERAGE "x" 93,944

AVERAGE ALL 93,944

OTHER ADMINISTRATORS:  
DIRECTOR OF AFFIRMATIVE  
ACTIONS

RANK	SALARY
1	86,800 *
2	82,000 *
3	66,522 *
4	66,023 *

TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE  
SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES  
REPRESENTING FORTY-FIVE STATES  
BY EMPLOYMENT OPPORTUNITY REGIONS

-NEW YORK AND BOSTON REGION-

The New York and Boston Region as defined by the Equal Employment Opportunity Commission includes the states of Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Rhode Island, and Vermont. The Universities participating from this region are:

- \*RUTGERS UNIVERSITY
- \*STATE UNIVERSITY OF NEW YORK AT ALBANY
- \*STATE UNIVERSITY OF NEW YORK AT BINGHAMTON
- \*STATE UNIVERSITY OF NEW YORK AT BUFFALO
- \*STATE UNIVERSITY OF NEW YORK AT STONY BROOK
- \*UNIVERSITY OF CONNECTICUT
- \*UNIVERSITY OF MAINE
- \*UNIVERSITY OF MASSACHUSETTS/AMHERST
- \*UNIVERSITY OF NEW HAMPSHIRE
- \*UNIVERSITY OF RHODE ISLAND
- \*UNIVERSITY OF VERMONT

TABLE II (CONTINUED)  
NEW YORK AND BOSTON REGION

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CHIEF EXECUTIVE OFFICER:  
SING. UNIT INSTITUTION  
CHIEF EXEC. OFFICER

RANK	SALARY
1	255,000 *
2	170,000 *
3	170,000 *
4	160,000 *
5	155,000 *
6	138,800 *
7	138,000 *
8	134,573 *
9	133,000 *
10	125,000 *

AVERAGE "x" 157,937

AVERAGE ALL 157,937

FINANCIAL ADMINISTRATOR:  
CHIEF FINANCIAL  
OFFICER

RANK	SALARY
1	163,541 *
2	149,000 *
3	140,000 *
4	132,500 *
5	123,091 *
6	122,445 *
7	119,080 *
8	104,690 *
9	104,000 *
10	103,500 *

AVERAGE "x" 126,185

AVERAGE ALL 126,185

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR  
MANAGEMENT & BUDGET

RANK	SALARY
1	125,000 *
2	110,000 *
3	109,585 *
4	91,514 *

RANK SALARY  
(CONTINUED)

AVERAGE "x" 109,025

AVERAGE ALL 109,025

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR HUMAN  
RESOURCES

RANK	SALARY
1	119,000 *
2	97,046 *
3	62,654 *

AVERAGE "x" 92,900

AVERAGE ALL 92,900

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR  
FACILITIES PLANNING

RANK	SALARY
1	101,164 *
2	101,000 *
3	99,751 *
4	95,621 *
5	95,000 *
6	88,795 *
7	83,466 *

AVERAGE "x" 94,971

AVERAGE ALL 94,971

FINANCIAL ADMINISTRATOR:  
INTERNAL AUDITOR

RANK	SALARY
1	95,476 *
2	82,203 *
3	69,000 *
4	66,585 *
5	65,050 *
6	62,500 *
7	61,000 *
8	50,820 *

RANK SALARY  
(CONTINUED)

AVERAGE "x" 69,079

AVERAGE ALL 69,079

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF ACCOUNTING  
CONTROLLER

RANK	SALARY
1	112,164 *
2	108,558 *
3	97,222 *
4	96,366 *
5	91,225 *
6	90,440 *
7	84,946 *
8	80,728 *
9	77,000 *
10	73,667 *

AVERAGE "x" 91,232

AVERAGE ALL 91,232

FINANCIAL ADMINISTRATOR:  
BUDGET DIRECTOR

RANK	SALARY
1	100,549 *
2	83,800 *
3	80,500 *
4	78,179 *
5	75,305 *
6	73,476 *
7	65,177 *

AVERAGE "x" 79,569

AVERAGE ALL 79,569

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF RESEARCH  
ACCOUNTING

RANK	SALARY
1	82,433 *
2	76,003 *
3	63,290 *



TABLE II (CONTINUED)  
NEW YORK AND BOSTON REGION

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF RESEARCH  
ACCOUNTING

(CONTINUED)

AVERAGE "\*" 73,909

AVERAGE ALL 73,909

FINANCIAL ADMINISTRATOR:  
TREASURER OR BURSAR

RANK	SALARY
1	87,570 *
2	83,342 *
3	80,779 *
4	64,473 *
5	64,405 *
6	61,388 *
7	57,163 *
8	57,000 *
9	53,841 *
10	52,220 *
11	41,142 *

AVERAGE "\*" 63,938

AVERAGE ALL 63,938

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PURCHASING

RANK	SALARY
1	97,337 *
2	90,607 *
3	72,540 *
4	68,187 *
5	65,835 *
6	63,325 *
7	61,950 *
8	61,436 *
9	54,250 *
10	49,531 *
11	45,206 *

AVERAGE "\*" 66,382

AVERAGE ALL 66,382

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	91,127 *
2	90,607 *
3	88,878 *
4	80,000 *
5	79,667 *
6	79,450 *
7	77,070 *
8	76,910 *
9	74,372 *
10	58,414 *

AVERAGE "\*" 79,650

AVERAGE ALL 79,650

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PAYROLL

RANK	SALARY
1	79,072 *
2	72,694 *
3	70,488 *
4	58,556 *
5	50,590 *
6	43,100 *
7	41,764 *

AVERAGE "\*" 59,466

AVERAGE ALL 59,466

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF FACILITIES  
PLANNING

RANK	SALARY
1	78,681 *
2	72,981 *
3	70,243 *
4	54,573 *
5	54,500 *

AVERAGE "\*" 66,196

AVERAGE ALL 66,196

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PHYSICAL  
PLANT

RANK	SALARY
1	109,695 *
2	90,899 *
3	84,270 *
4	83,902 *
5	83,000 *
6	76,690 *
7	44,621 *

AVERAGE "\*" 81,868

AVERAGE ALL 81,868

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PUBLIC  
SAFETY

RANK	SALARY
1	97,607 *
2	97,082 *
3	85,513 *
4	79,786 *
5	70,000 *
6	68,847 *
7	62,500 *
8	61,050 *
9	61,000 *
10	55,419 *
11	52,481 *

AVERAGE "\*" 71,935

AVERAGE ALL 71,935

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF HEALTH &  
ENVIRONMENTAL SAFETY

RANK	SALARY
1	86,292 *
2	84,960 *
3	83,475 *
4	79,407 *
5	74,940 *
6	73,468 *
7	66,499 *
8	65,874 *
9	61,305 *

TABLE II (CONTINUED)  
NEW YORK AND BOSTON REGION

Page 97

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF HEALTH &  
ENVIRONMENTAL SAFETY

RANK	SALARY
(CONTINUED)	
10	55,750 *
11	49,168 *
AVERAGE "*"	71,013
AVERAGE ALL	71,013

ACADEMIC ADMINISTRATORS:  
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	170,010 *
2	165,000 *
3	147,500 *
4	140,000 *
5	133,880 *
6	129,703 *
7	129,180 *
8	124,580 *
9	115,000 *
10	114,045 *
11	112,227 *
AVERAGE "*"	134,648
AVERAGE ALL	134,648

ACADEMIC ADMINISTRATORS:  
INTERNATIONAL EDUCATION  
ADMINISTRATOR

RANK	SALARY
1	115,170 *
2	93,342 *
3	56,650 *
4	54,000 *
AVERAGE "*"	79,791
AVERAGE ALL	79,791

ACADEMIC ADMINISTRATORS:  
DEAN/DIRECTOR OF  
ENROLLMENT MANAGEMENT

RANK	SALARY
1	110,000 *
2	90,074 *
3	87,852 *
4	86,422 *
5	75,835 *
6	75,195 *
AVERAGE "*"	87,563
AVERAGE ALL	87,563

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	120,935 *
2	109,500 *
3	105,000 *
4	95,056 *
5	94,697 *
6	94,151 *
7	93,441 *
8	93,416 *
9	93,289 *
10	91,777 *
11	87,760 *
AVERAGE "*"	98,093
AVERAGE ALL	98,093

ACADEMIC ADMINISTRATORS:  
MUSEUM DIRECTOR

RANK	SALARY
1	68,595 *
2	57,304 *
3	49,228 *
4	40,966 *
AVERAGE "*"	54,023
AVERAGE ALL	54,023

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	82,670 *
2	82,291 *
3	80,395 *
4	79,500 *
5	76,300 *
6	74,000 *
7	60,113 *
8	58,130 *
AVERAGE "*"	74,175
AVERAGE ALL	74,175

ACADEMIC ADMINISTRATORS:  
REGISTRAR

RANK	SALARY
1	101,000 *
2	90,000 *
3	86,292 *
4	75,333 *
5	73,431 *
6	72,000 *
7	70,931 *
8	70,717 *
9	69,680 *
10	64,465 *
11	53,841 *
AVERAGE "*"	75,245
AVERAGE ALL	75,245

ACADEMIC DEANS:  
AGRICULTURE

RANK	SALARY
1	142,000 *
2	132,709 *
3	118,320 *
4	113,630 *

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
ADMINISTRATIVE SALARIES SURVEY 1996-97

\* = NASULGC

TABLE II (CONTINUED)  
NEW YORK AND BOSTON REGION

## ACADEMIC DEANS:

## AGRICULTURE

(CONTINUED)

AVERAGE "x" 126,665

AVERAGE ALL 126,665

## ACADEMIC DEANS:

## ARTS AND SCIENCES

RANK	SALARY
1	150,000 *
2	128,500 *
3	122,150 *
4	118,560 *
5	97,000 *
6	90,814 *

AVERAGE "x" 117,837

AVERAGE ALL 117,837

## ACADEMIC DEANS:

BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	165,650 *
2	160,000 *
3	150,969 *
4	143,388 *
5	132,681 *
6	125,570 *
7	124,800 *
8	102,038 *
9	102,000 *
10	88,997 *

AVERAGE "x" 129,609

AVERAGE ALL 129,609

## ACADEMIC DEANS:

## CONTINUING EDUCATION

RANK	SALARY
1	118,320 *

RANK	SALARY
2	108,497 *
3	101,000 *
4	100,000 *
5	98,515 *
6	89,556 *
7	50,261 *

AVERAGE "x" 95,164

AVERAGE ALL 95,164

## ACADEMIC DEANS:

EARTH SCIENCES/  
NATURAL RESOURCES

RANK	SALARY
1	119,453 *
2	113,630 *
3	102,610 *

AVERAGE "x" 111,898

AVERAGE ALL 111,898

## ACADEMIC DEANS:

## EDUCATION

RANK	SALARY
1	144,315 *
2	119,000 *
3	112,927 *
4	100,615 *
5	99,400 *
6	98,900 *
7	93,008 *
8	91,705 *

AVERAGE "x" 107,484

AVERAGE ALL 107,484

## ACADEMIC DEANS:

## ENGINEERING

RANK	SALARY
1	165,165 *
2	161,732 *
3	141,000 *
4	139,681 *

RANK	SALARY
5	133,175 *
6	126,240 *
7	118,742 *
8	118,040 *
9	104,455 *

AVERAGE "x" 134,248

AVERAGE ALL 134,248

## ACADEMIC DEANS:

## FINE ARTS

RANK	SALARY
1	147,500 *
2	119,157 *
3	107,650 *

AVERAGE "x" 124,769

AVERAGE ALL 124,769

## ACADEMIC DEANS:

## GRADUATE

RANK	SALARY
1	146,343 *
2	133,000 *
3	112,415 *
4	102,532 *
5	92,700 *
6	91,124 *
7	88,603 *

AVERAGE "x" 109,531

AVERAGE ALL 109,531

## ACADEMIC DEANS:

## LAW

RANK	SALARY
1	172,237 *
2	147,930 *
3	136,000 *

TABLE II (CONTINUED)  
NEW YORK AND BOSTON REGION

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ACADEMIC DEANS:  
LAW

(CONTINUED)

AVERAGE "M" 152,056

AVERAGE ALL 152,056

ACADEMIC DEANS:  
SOCIAL AND BEHAVIORAL  
SCIENCES

RANK	SALARY
1	133,576 *
2	130,000 *
3	89,301 *

AVERAGE "M" 117,626

AVERAGE ALL 117,626

ACADEMIC DEANS:  
SOCIAL WORK

RANK	SALARY
1	146,022 *
2	122,000 *
3	114,000 *
4	108,000 *
5	91,392 *

AVERAGE "M" 116,283

AVERAGE ALL 116,283

ACADEMIC DEANS:  
UNDERGRADUATE STUDIES

RANK	SALARY
1	107,900 *
2	87,056 *
3	85,263 *

AVERAGE "M" 93,406

AVERAGE ALL 93,406

MEDICAL DEANS:  
DENTISTRY

RANK	SALARY
1	178,500 *
2	163,655 *
3	126,000 *

AVERAGE "M" 156,052

AVERAGE ALL 156,052

MEDICAL DEANS:  
HEALTH-RELATED  
PROFESSIONAL

RANK	SALARY
1	128,000 *
2	126,000 *
3	117,000 *
4	109,535 *
5	97,607 *

AVERAGE "M" 115,628

AVERAGE ALL 115,628

MEDICAL DEANS:  
MEDICINE

RANK	SALARY
1	420,717 *
2	340,000 *
3	227,400 *
4	137,115 *

AVERAGE "M" 281,308

AVERAGE ALL 281,308

MEDICAL DEANS:  
NURSING

RANK	SALARY
1	165,000 *
2	126,600 *
3	125,000 *
4	120,984 *
5	117,000 *

RANK	SALARY
6	98,332 *
7	91,493 *
8	82,194 *

AVERAGE "M" 115,825

AVERAGE ALL 115,825

MEDICAL DEANS:  
PHARMACY

RANK	SALARY
1	139,224 *
2	129,168 *
3	126,000 *
4	105,593 *

AVERAGE "M" 124,996

AVERAGE ALL 124,996

STUDENT SERVICES ADMIN.:  
CHIEF STUDENT SERVICES  
OFFICER

RANK	SALARY
1	129,228 *
2	124,000 *
3	120,000 *
4	118,125 *
5	114,915 *
6	109,000 *
7	106,530 *
8	101,355 *
9	99,254 *
10	96,000 *
11	94,860 *

AVERAGE "M" 110,297

AVERAGE ALL 110,297

STUDENT SERVICES ADMIN.:  
DIRECTOR OF HOUSING

RANK	SALARY
1	117,600 *
2	82,203 *
3	81,665 *

**TABLE II (CONTINUED)**  
**NEW YORK AND BOSTON REGION**

**STUDENT SERVICES ADMIN.:  
DIRECTOR OF HOUSING**

RANK	SALARY
(CONTINUED)	
4	73,460 *
5	72,000 *
6	69,523 *
7	64,964 *
8	56,020 *
9	55,000 *
10	49,853 *
AVERAGE "x"	72,229
AVERAGE ALL	72,229

**STUDENT SERVICES ADMIN.:  
DIRECTOR OF DINING  
SERVICES**

RANK	SALARY
1	90,338 *
2	75,057 *
3	73,430 *
4	72,430 *
5	69,735 *
AVERAGE "x"	76,198
AVERAGE ALL	76,198

**STUDENT SERVICES ADMIN.:  
DEAN OF STUDENT  
AFFAIRS**

RANK	SALARY
1	98,119 *
2	79,500 *
3	79,344 *
4	77,249 *
5	76,809 *
AVERAGE "x"	82,204
AVERAGE ALL	82,204

**STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
HEALTH CENTER**

RANK	SALARY
1	112,332 *
2	102,133 *
3	98,724 *
4	95,900 *
5	93,659 *
6	90,124 *
7	83,000 *
8	76,970 *
9	66,950 *
10	46,476 *
AVERAGE "x"	86,627
AVERAGE ALL	86,627

**STUDENT SERVICES ADMIN.:  
DIRECTOR OF CAREER  
SERVICES**

RANK	SALARY
1	71,006 *
2	65,992 *
3	64,340 *
4	59,370 *
5	57,778 *
6	54,366 *
7	50,650 *
8	50,000 *
9	48,569 *
10	46,296 *
AVERAGE "x"	56,837
AVERAGE ALL	56,837

**STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
UNION**

RANK	SALARY
1	69,735 *
2	68,120 *
3	57,646 *
4	55,460 *
5	54,750 *
6	52,838 *
7	50,042 *

**RANK                      SALARY  
(CONTINUED)**

AVERAGE "x"	58,370
AVERAGE ALL	58,370

**STUDENT SERVICES ADMIN.:  
DIRECTOR OF MINORITY/  
MULTICULTURAL AFFAIRS**

RANK	SALARY
1	90,607 *
2	66,491 *
3	50,000 *
4	46,124 *
5	42,024 *
6	38,840 *

AVERAGE "x"	55,681
-------------	--------

AVERAGE ALL	55,681
-------------	--------

**STUDENT SERVICES ADMIN.:  
DIRECTOR OF COUNSELING**

RANK	SALARY
1	84,625 *
2	80,577 *
3	70,233 *
4	69,613 *
5	68,433 *
6	64,743 *
7	64,440 *
8	61,467 *

AVERAGE "x"	70,516
-------------	--------

AVERAGE ALL	70,516
-------------	--------

**STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTRAMURAL  
& RECREATIONAL SPORTS**

RANK	SALARY
1	121,000 *
2	66,841 *
3	62,040 *
4	60,981 *
5	58,913 *
6	57,906 *

TABLE II (CONTINUED)  
NEW YORK AND BOSTON REGION

Page 101

STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTRAMURAL  
& RECREATIONAL SPORTS

RANK	SALARY
(CONTINUED)	
7	54,130 *

AVERAGE "M" 68,830

AVERAGE ALL 68,830

STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTERNATIONAL  
STUDENT SERVICES

RANK	SALARY
1	86,114 *
2	66,148 *
3	57,721 *
4	56,650 *
5	51,233 *
6	46,725 *
7	44,951 *

AVERAGE "M" 58,506

AVERAGE ALL 58,506

STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
ACTIVITIES

RANK	SALARY
1	68,120 *
2	62,511 *
3	53,354 *
4	52,842 *
5	52,200 *
6	51,200 *
7	50,042 *

AVERAGE "M" 55,753

AVERAGE ALL 55,753

STUDENT SERVICES ADMIN.:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	110,000 *

RANK	SALARY
2	98,000 *
3	79,387 *
4	78,505 *
5	76,773 *
6	70,387 *
7	69,005 *
8	57,310 *

AVERAGE "M" 79,921

AVERAGE ALL 79,921

STUDENT SERVICES ADMIN.:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	86,500 *
2	77,820 *
3	77,811 *
4	68,993 *
5	68,596 *
6	67,610 *
7	66,740 *
8	61,700 *
9	57,626 *
10	55,011 *
11	54,014 *

AVERAGE "M" 67,493

AVERAGE ALL 67,493

DEVELOPMENT ADMINISTRATORS:  
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	158,122 *
2	142,160 *
3	120,000 *
4	111,092 *
5	108,809 *
6	108,700 *
7	108,570 *

AVERAGE "M" 122,493

AVERAGE ALL 122,493

DEVELOPMENT ADMINISTRATORS:  
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	158,122 *
2	150,520 *
3	128,500 *
4	111,570 *
5	111,000 *
6	94,848 *

AVERAGE "M" 125,760

AVERAGE ALL 125,760

DEVELOPMENT ADMINISTRATORS:  
CHIEF PUBLIC RELATIONS  
OFFICER

RANK	SALARY
1	106,100 *
2	101,750 *
3	92,000 *
4	90,300 *
5	85,774 *
6	76,874 *
7	76,390 *

AVERAGE "M" 89,884

AVERAGE ALL 89,884

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	64,429 *
2	61,853 *
3	52,047 *

AVERAGE "M" 59,443

AVERAGE ALL 59,443

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF PUBLIC  
RELATIONS

RANK	SALARY
1	83,000 *

TABLE II (CONTINUED)  
NEW YORK AND BOSTON REGION

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF PUBLIC  
RELATIONS

RANK	SALARY
(CONTINUED)	
2	73,200 *
3	72,113 *
4	52,760 *
5	47,148 *

AVERAGE "x" 65,644

AVERAGE ALL 65,644

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	96,000 *
2	77,322 *
3	66,630 *
4	59,490 *

AVERAGE "x" 74,861

AVERAGE ALL 74,861

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF ALUMNI  
SERVICES

RANK	SALARY
1	109,500 *
2	93,852 *
3	83,697 *
4	77,190 *
5	76,622 *
6	76,529 *
7	60,000 *
8	57,200 *
9	54,875 *

AVERAGE "x" 76,607

AVERAGE ALL 76,607

INFO MANAGEMENT ADMINISTRATOR:  
CHIEF OF INFORMATION  
MANAGEMENT

RANK	SALARY
1	94,443 *
2	92,000 *
3	90,000 *
4	88,430 *

AVERAGE "x" 91,218

AVERAGE ALL 91,218

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF COMPUTING  
SERVICES

RANK	SALARY
1	128,328 *
2	107,000 *
3	96,729 *
4	94,240 *
5	84,034 *
6	82,160 *
7	70,775 *

AVERAGE "x" 94,752

AVERAGE ALL 94,752

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ACADEMIC  
COMPUTING SERVICES

RANK	SALARY
1	89,810 *
2	68,492 *
3	56,960 *

AVERAGE "x" 71,754

AVERAGE ALL 71,754

RESEARCH ADMINISTRATORS:  
CHIEF RESEARCH OFFICER

RANK	SALARY
1	148,150 *
2	146,343 *
3	134,274 *

RANK	SALARY
4	127,500 *
5	112,415 *
6	108,750 *
7	99,420 *

AVERAGE "x" 125,265

AVERAGE ALL 125,265

RESEARCH ADMINISTRATORS:  
DIRECTOR OF RESEARCH SERVICE

RANK	SALARY
1	95,400 *
2	83,718 *
3	81,812 *
4	76,864 *
5	73,220 *
6	70,443 *
7	66,790 *
8	63,730 *

AVERAGE "x" 76,497

AVERAGE ALL 76,497

AGRICULTURAL ADMINSTRATORS:  
DIRECTOR OF COOPERATIVE  
EXTENSION

RANK	SALARY
1	115,612 *
2	113,630 *
3	106,321 *
4	105,708 *
5	102,770 *
6	90,000 *

AVERAGE "x" 105,674

AVERAGE ALL 105,674

OTHER ADMINISTRATORS:  
ASSISTANT TO THE CHIEF  
EXECUTIVE OFFICER

RANK	SALARY
1	122,669 *
2	92,000 *
3	77,000 *

TABLE II (CONTINUED)  
NEW YORK AND BOSTON REGION

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OTHER ADMINISTRATORS:  
ASSISTANT TO THE CHIEF  
EXECUTIVE OFFICER

RANK	SALARY
(CONTINUED)	
4	75,769 *
5	74,480 *
6	74,375 *
7	69,457 *
8	48,552 *

AVERAGE "x" 79,288

AVERAGE ALL 79,288

OTHER ADMINISTRATORS:  
HEAD OF LEGISLATIVE/  
GOVERNMENTAL RELATIONS

RANK	SALARY
1	115,025 *
2	106,100 *
3	80,589 *
4	78,243 *
5	75,000 *
6	59,999 *

AVERAGE "x" 85,826

AVERAGE ALL 85,826

OTHER ADMINISTRATORS:  
DIRECTOR OF AFFIRMATIVE  
ACTIONS

RANK	SALARY
1	120,489 *
2	89,995 *
3	76,779 *
4	75,680 *
5	72,470 *
6	64,311 *
7	60,271 *
8	58,500 *
9	50,000 *
10	41,970 *

AVERAGE "x" 71,047

AVERAGE ALL 71,047

OTHER ADMINISTRATORS:  
LEGAL COUNSEL

RANK	SALARY
1	120,000 *
2	96,720 *
3	76,801 *
4	67,275 *
5	40,000 *

AVERAGE "x" 80,159

AVERAGE ALL 80,159



TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE  
SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES  
REPRESENTING FORTY-FIVE STATES  
BY EMPLOYMENT OPPORTUNITY REGIONS

-PHILADELPHIA REGION-

The Philadelphia Region as defined by the Equal Employment Opportunity Commission includes the states of Delaware, Maryland, Pennsylvania, Virginia, West Virginia, and the District of Columbia. The Universities participating from this region are:

- \*TEMPLE UNIVERSITY
- \*UNIVERSITY OF DELAWARE
- UNIVERSITY OF MARYLAND AT BALTIMORE
- \*UNIVERSITY OF MARYLAND, COLLEGE PARK
- \*UNIVERSITY OF VIRGINIA
- \*VIRGINIA COMMONWEALTH UNIVERSITY
- \*VIRGINIA POLYTECHNIC INST. & STATE UNIVERSITY
- \*WEST VIRGINIA UNIVERSITY

TABLE II (CONTINUED)  
PHILADELPHIA REGION

Page 105

CHIEF EXECUTIVE OFFICER:  
SING. UNIT INSTITUTION  
CHIEF EXEC. OFFICER

RANK	SALARY
1	280,000 *
2	236,000
3	233,000 *
4	190,844 *
5	180,000 *
6	167,942 *
7	167,940 *
8	164,004 *

AVERAGE "x" 197,676

AVERAGE ALL 202,466

FINANCIAL ADMINISTRATOR:  
CHIEF FINANCIAL  
OFFICER

RANK	SALARY
1	(190,000)*
2	167,000 *
3	163,200 *
4	140,006 *
5	140,000 *
6	132,000 *
7	114,129 *
8	100,799

AVERAGE "x" 149,476

AVERAGE ALL 143,392

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR  
MANAGEMENT & BUDGET

RANK	SALARY
1	183,000 *
2	138,000 *
3	129,700 *
4	97,900 *

AVERAGE "x" 137,150

AVERAGE ALL 137,150

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR BUSINESS  
AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	147,499
2	134,000 *
3	120,000 *
4	96,102 *
5	( 92,100)*
6	84,000 *

AVERAGE "x" 105,240

AVERAGE ALL 112,284

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR HUMAN  
RESOURCES

RANK	SALARY
1	151,000 *
2	135,000 *
3	(101,200)*
4	101,100
5	82,200 *
6	82,000 *
7	73,258 *

AVERAGE "x" 104,110

AVERAGE ALL 103,680

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR  
FACILITIES PLANNING

RANK	SALARY
1	113,000 *
2	108,000 *
3	106,980 *
4	103,999
5	80,049 *

AVERAGE "x" 102,007

AVERAGE ALL 102,406

FINANCIAL ADMINISTRATOR:  
INTERNAL AUDITOR

RANK	SALARY
1	91,900 *
2	85,975 *
3	82,700 *
4	70,100 *
5	68,000 *
6	56,083 *

AVERAGE "x" 75,793

AVERAGE ALL 75,793

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF ACCOUNTING  
CONTROLLER

RANK	SALARY
1	123,600 *
2	91,600 *
3	87,100
4	71,159 *
5	69,420 *
6	68,200 *
7	52,280 *

AVERAGE "x" 79,377

AVERAGE ALL 80,480

FINANCIAL ADMINISTRATOR:  
BUDGET DIRECTOR

RANK	SALARY
1	104,500 *
2	87,300 *
3	85,000 *
4	83,500 *
5	77,550
6	68,300 *
7	64,417 *

AVERAGE "x" 82,170

AVERAGE ALL 81,510

TABLE II (CONTINUED)  
PHILADELPHIA REGIONFINANCIAL ADMINISTRATOR:  
DIRECTOR OF RESEARCH  
ACCOUNTING

RANK	SALARY
1	71,159 *
2	55,892 *
3	51,500 *
4	46,700 *

AVERAGE "M" 56,313

AVERAGE ALL 56,313

FINANCIAL ADMINISTRATOR:  
TREASURER OR BURSAR

RANK	SALARY
1	75,000 *
2	73,000 *
3	66,828 *
4	61,300 *
5	59,500 *

AVERAGE "M" 67,126

AVERAGE ALL 67,126

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PURCHASING

RANK	SALARY
1	86,206 *
2	79,300 *
3	78,400 *
4	77,225 *
5	71,300 *
6	63,000 *
7	62,613 *
8	62,000 *

AVERAGE "M" 71,663

AVERAGE ALL 72,506

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF BENEFITS

RANK	SALARY
1	66,300 *
2	65,525 *
3	58,000 *
4	57,200 *
5	55,925 *

AVERAGE "M" 60,590

AVERAGE ALL 60,590

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	90,082 *
2	89,735 *
3	77,500 *

AVERAGE "M" 85,772

AVERAGE ALL 85,772

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PAYROLL

RANK	SALARY
1	73,780 *
2	61,800 *
3	54,555 *
4	54,555 *
5	43,747 *

AVERAGE "M" 57,687

AVERAGE ALL 57,687

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF FACILITIES  
PLANNING

RANK	SALARY
1	( 93,500 ) *
2	81,224 *
3	69,600 *
4	66,919 *

RANK 5 SALARY 48,765 \*

AVERAGE "M" 72,002

AVERAGE ALL 72,002

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PHYSICAL  
PLANT

RANK	SALARY
1	95,500 *
2	88,500 *
3	82,000 *

AVERAGE "M" 88,667

AVERAGE ALL 88,667

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PUBLIC  
SAFETY

RANK	SALARY
1	110,000 *
2	89,000 *
3	85,929 *
4	82,020 *
5	79,600 *
6	69,800 *
7	57,202 *

AVERAGE "M" 81,270

AVERAGE ALL 81,936

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF HEALTH &  
ENVIRONMENTAL SAFETY

RANK	SALARY
1	87,400 *
2	85,350 *
3	77,600 *
4	68,225 *
5	53,748 *

AVERAGE "M" 73,681

AVERAGE ALL 74,465

TABLE II (CONTINUED)  
PHILADELPHIA REGION

Page 107

ACADEMIC ADMINISTRATORS:  
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	230,200 *
2	181,000 *
3	162,500 *
4	(160,000) *
5	150,000 *
6	149,999
7	148,502 *
8	138,009 *

AVERAGE "x" 167,173

AVERAGE ALL 165,026

ACADEMIC ADMINISTRATORS:  
INTERNATIONAL EDUCATION  
ADMINISTRATOR

RANK	SALARY
1	114,515 *
2	112,240 *
3	102,510 *
4	64,100 *
5	55,000 *

AVERAGE "x" 89,673

AVERAGE ALL 89,673

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	117,650 *
2	117,500 *
3	112,500 *
4	102,000 *
5	99,500 *
6	99,031
7	93,000 *
8	81,960 *

AVERAGE "x" 103,444

AVERAGE ALL 102,893

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	111,140 *
2	90,000 *
3	85,000 *
4	73,133 *
5	66,428
6	65,400 *
7	60,810 *

AVERAGE "x" 80,914

AVERAGE ALL 78,844

ACADEMIC ADMINISTRATORS:  
REGISTRAR

RANK	SALARY
1	91,000 *
2	77,425 *
3	76,500 *
4	73,500 *
5	69,200 *
6	67,318
7	45,744 *
8	42,010 *

AVERAGE "x" 67,911

AVERAGE ALL 67,837

ACADEMIC DEANS:  
AGRICULTURE

RANK	SALARY
1	139,000 *
2	138,500 *
3	130,900 *
4	101,500 *

AVERAGE "x" 127,475

AVERAGE ALL 127,475

ACADEMIC DEANS:  
ARTS AND SCIENCES

RANK	SALARY
1	145,000 *
2	142,000 *
3	140,000 *
4	138,200 *
5	135,000 *

AVERAGE "x" 140,040

AVERAGE ALL 140,040

ACADEMIC DEANS:  
BUSINESS/INDUSTRIAL  
MANAGEMENT

RANK	SALARY
1	175,000 *
2	162,180 *
3	162,180 *
4	162,000 *
5	156,200 *
6	145,000 *
7	125,661 *

AVERAGE "x" 155,460

AVERAGE ALL 155,460

ACADEMIC DEANS:  
CONTINUING EDUCATION

RANK	SALARY
1	160,000 *
2	128,750 *
3	107,000 *
4	101,411 *

AVERAGE "x" 124,290

AVERAGE ALL 124,290

ACADEMIC DEANS:  
EDUCATION

RANK	SALARY
1	145,500 *

TABLE II (CONTINUED)  
PHILADELPHIA REGIONACADEMIC DEANS:  
EDUCATION

RANK	SALARY
(CONTINUED)	
2	125,000 *
3	121,000 *
4	104,300 *
5	92,394 *
6	92,000 *

AVERAGE "x" 113,366

AVERAGE ALL 113,366

ACADEMIC DEANS:  
ENGINEERING

RANK	SALARY
1	166,000 *
2	155,000 *
3	154,000 *
4	152,300 *
5	143,000 *
6	136,500 *
7	126,607 *

AVERAGE "x" 147,630

AVERAGE ALL 147,630

ACADEMIC DEANS:  
FINE ARTS

RANK	SALARY
1	135,000 *
2	115,000 *
3	88,149 *

AVERAGE "x" 112,716

AVERAGE ALL 112,716

ACADEMIC DEANS:  
GRADUATE

RANK	SALARY
1	142,500 *

RANK	SALARY
2	105,000 *
3	100,000 *
4	99,500 *

AVERAGE "x" 111,750

AVERAGE ALL 111,750

ACADEMIC DEANS:  
HEALTH/PHYSICAL  
EDUCATION/RECREATION

RANK	SALARY
1	108,000 *
2	107,500 *
3	83,600 *
4	81,714 *

AVERAGE "x" 95,204

AVERAGE ALL 95,204

ACADEMIC DEANS:  
JOURNALISM/COMMUNICATIONS

RANK	SALARY
1	125,855 *
2	90,371 *
3	72,000 *

AVERAGE "x" 96,075

AVERAGE ALL 96,075

ACADEMIC DEANS:  
LAW

RANK	SALARY
1	222,810 *
2	220,000 *
3	167,000 *
4	118,304 *

AVERAGE "x" 187,038

AVERAGE ALL 182,029

ACADEMIC DEANS:  
SOCIAL WORK

RANK	SALARY
1	128,500
2	110,000 *
3	106,100 *
4	86,387 *

AVERAGE "x" 100,829

AVERAGE ALL 107,747

MEDICAL DEANS:  
DENTISTRY

RANK	SALARY
1	194,000
2	154,000 *
3	130,110 *
4	99,300 *

AVERAGE "x" 127,803

AVERAGE ALL 144,353

MEDICAL DEANS:  
MEDICINE

RANK	SALARY
1	405,200
2	275,000 *
3	254,658 *
4	216,700 *
5	83,148 *

AVERAGE "x" 207,377

AVERAGE ALL 246,941

MEDICAL DEANS:  
NURSING

RANK	SALARY
1	136,000
2	136,000 *
3	108,907 *
4	107,052 *

TABLE II (CONTINUED)  
PHILADELPHIA REGION

Page 109

MEDICAL DEANS:		RANK	SALARY	RANK	SALARY
NURSING		6	58,200 *	7	47,000 *
		7	47,730 *		
				AVERAGE "x"	65,473
RANK	SALARY	AVERAGE "x"	67,468	AVERAGE ALL	65,473
(CONTINUED)					
5	106,513 *	AVERAGE ALL	67,468		
AVERAGE "x"	114,618	STUDENT SERVICES ADMIN.:		STUDENT SERVICES ADMIN.:	
AVERAGE ALL	118,894	DEAN OF STUDENT		DIRECTOR OF STUDENT	
		AFFAIRS		UNION	
MEDICAL DEANS:		RANK	SALARY	RANK	SALARY
PHARMACY		1	100,000 *	1	83,356 *
		2	91,669 *	2	66,131 *
		3	89,571 *	3	62,000 *
RANK	SALARY	4	78,500 *	4	61,347 *
1	167,000 *	5	77,293 *	5	45,000 *
2	156,000	6	75,500 *	AVERAGE "x"	63,567
3	125,500 *			AVERAGE ALL	63,567
4	120,000 *	AVERAGE "x"	85,422		
AVERAGE "x"	137,500	AVERAGE ALL	85,422	STUDENT SERVICES ADMIN.:	
AVERAGE ALL	142,125	STUDENT SERVICES ADMIN.:		DIRECTOR OF MINORITY/	
		DIRECTOR OF STUDENT		MULTICULTURAL AFFAIRS	
STUDENT SERVICES ADMIN.:		HEALTH CENTER			
CHIEF STUDENT SERVICES		RANK	SALARY	RANK	SALARY
OFFICER		1	156,900 *	1	75,835 *
		2	126,900 *	2	72,400 *
RANK	SALARY	3	122,916 *	3	66,700 *
1	135,000 *	4	115,299 *	4	54,900 *
2	120,000 *	5	106,173 *	AVERAGE "x"	67,459
3	119,000 *	6	99,173	AVERAGE ALL	67,459
4	116,300 *	7	82,400 *		
5	110,500 *			STUDENT SERVICES ADMIN.:	
6	95,400 *	AVERAGE "x"	118,431	DIRECTOR OF COUNSELING	
AVERAGE "x"	116,033	AVERAGE ALL	115,680		
AVERAGE ALL	116,033	STUDENT SERVICES ADMIN.:			
		DIRECTOR OF CAREER		RANK	SALARY
STUDENT SERVICES ADMIN.:		SERVICES		1	( 86,900)*
DIRECTOR OF HOUSING				2	85,786 *
		RANK	SALARY	3	77,226 *
		1	81,400 *	4	73,200 *
RANK	SALARY	2	79,554 *	5	73,184 *
1	( 84,455)*	3	74,822 *	6	68,788 *
2	84,200 *	4	63,545 *	7	57,500 *
3	70,029 *	5	58,620 *		
4	65,262 *	6	53,367 *		
5	62,400 *				

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
ADMINISTRATIVE SALARIES SURVEY 1996-97

\* = NASULGC

TABLE II (CONTINUED)  
PHILADELPHIA REGION

STUDENT SERVICES ADMIN.:  
DIRECTOR OF COUNSELING

(CONTINUED)

AVERAGE "\*" 74,655

AVERAGE ALL 74,655

STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTRAMURAL  
& RECREATIONAL SPORTS

RANK	SALARY
1	75,241 *
2	64,400 *
3	58,098 *
4	56,000 *
5	45,226 *
6	43,199 *

AVERAGE "\*" 57,027

AVERAGE ALL 57,027

STUDENT SERVICES ADMIN.:  
DIRECTOR OF INTERNATIONAL  
STUDENT SERVICES

RANK	SALARY
1	72,932 *
2	65,500 *
3	43,500 *
4	40,488 *
5	39,694 *

AVERAGE "\*" 52,423

AVERAGE ALL 52,423

STUDENT SERVICES ADMIN.:  
DIRECTOR OF STUDENT  
ACTIVITIES

RANK	SALARY
1	( 79,091) *
2	53,000 *
3	52,426 *
4	45,000 *

RANK SALARY  
(CONTINUED)

AVERAGE "\*" 57,379

AVERAGE ALL 57,379

STUDENT SERVICES ADMIN.:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	90,000 *
2	79,800 *
3	77,800 *
4	65,000 *
5	52,305 *

AVERAGE "\*" 72,981

AVERAGE ALL 72,981

STUDENT SERVICES ADMIN.:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	76,676 *
2	72,400 *
3	70,820 *
4	68,650 *
5	61,368 *
6	55,686 *

AVERAGE "\*" 69,983

AVERAGE ALL 67,600

DEVELOPMENT ADMINISTRATORS:  
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	170,000 *
2	130,650 *
3	120,000 *
4	90,759 *

AVERAGE "\*" 127,852

AVERAGE ALL 127,852

DEVELOPMENT ADMINISTRATORS:  
CHIEF DEVELOPMENT OFFICER

RANK	SALARY
1	170,000 *
2	165,000 *
3	146,000 *
4	81,279 *

AVERAGE "\*" 140,570

AVERAGE ALL 140,570

DEVELOPMENT ADMINISTRATORS:  
CHIEF PUBLIC RELATIONS  
OFFICER

RANK	SALARY
1	100,550 *
2	67,400 *
3	62,500 *

AVERAGE "\*" 76,817

AVERAGE ALL 76,817

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	70,300 *
2	50,000 *
3	33,421 *

AVERAGE "\*" 51,240

AVERAGE ALL 51,240

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF PUBLIC  
RELATIONS

RANK	SALARY
1	85,500 *
2	84,000 *
3	73,600 *
4	59,000 *

TABLE II (CONTINUED)  
PHILADELPHIA REGION

Page 111

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF PUBLIC  
RELATIONS

(CONTINUED)

AVERAGE "M" 75,525

AVERAGE ALL 75,525

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF ALUMNI  
SERVICES

RANK	SALARY
1	94,500 *
2	84,000 *
3	81,542
4	70,000 *
5	66,859 *
6	59,521 *
7	59,000 *

AVERAGE "M" 72,313

AVERAGE ALL 73,632

INFO MANAGEMENT ADMINISTRATOR:  
CHIEF OF INFORMATION  
MANAGEMENT

RANK	SALARY
1	155,000 *
2	145,100 *
3	133,100 *
4	133,000 *
5	132,000 *

AVERAGE "M" 139,640

AVERAGE ALL 139,640

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ACADEMIC  
COMPUTING SERVICES

RANK	SALARY
1	96,151 *
2	81,400 *
3	78,800 *
4	74,508 *

RANK SALARY  
(CONTINUED)

AVERAGE "M" 82,715

AVERAGE ALL 82,715

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ADMINISTRATIVE  
COMPUTING SERVICES

RANK	SALARY
1	102,145 *
2	100,000 *
3	85,800 *
4	73,124 *

AVERAGE "M" 90,267

AVERAGE ALL 90,267

RESEARCH ADMINISTRATORS:  
CHIEF RESEARCH OFFICER

RANK	SALARY
1	145,000 *
2	143,500 *
3	142,500 *
4	133,900 *
5	(125,950) *
6	108,314 *

AVERAGE "M" 133,194

AVERAGE ALL 133,194

OTHER ADMINISTRATORS:  
ASSISTANT TO THE CHIEF  
EXECUTIVE OFFICER

RANK	SALARY
1	110,740 *
2	99,800
3	82,814 *
4	80,000 *
5	75,100 *
6	70,000 *

RANK SALARY  
(CONTINUED)

AVERAGE "M" 83,731

AVERAGE ALL 86,409

OTHER ADMINISTRATORS:  
DIRECTOR OF AFFIRMATIVE  
ACTIONS

RANK	SALARY
1	80,000 *
2	76,000 *
3	73,699
4	73,400 *
5	70,200 *
6	66,975 *
7	64,983 *
8	64,306 *

AVERAGE "M" 70,838

AVERAGE ALL 71,195

OTHER ADMINISTRATORS:  
LEGAL COUNSEL

RANK	SALARY
1	177,000 *
2	100,962 *
3	96,000
4	92,500 *
5	88,400 *
6	84,910 *

AVERAGE "M" 108,754

AVERAGE ALL 106,629

OTHER ADMINISTRATORS:  
HEAD OF LEGISLATIVE/  
GOVERNMENTAL RELATIONS

RANK	SALARY
1	146,999
2	121,000 *
3	114,000 *
4	87,700 *
5	86,063 *
6	75,000 *



TABLE II (CONTINUED)  
PHILADELPHIA REGIONOTHER ADMINISTRATORS:  
HEAD OF LEGISLATIVE/  
GOVERNMENTAL RELATIONS

RANK	SALARY
(CONTINUED)	
7	53,000 *

AVERAGE "x"	89,461
-------------	--------

AVERAGE ALL	97,680
-------------	--------

## TABLE II

A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE  
SALARIES PAID AMONG EIGHTY-SEVEN UNIVERSITIES  
REPRESENTING FORTY-FIVE STATES  
BY EMPLOYMENT OPPORTUNITY REGIONS

-SAN FRANCISCO AND SEATTLE REGION-

The San Francisco and Seattle Region as defined by the Equal Employment Opportunity Commission includes the states of Alaska, Arizona, California, Hawaii, Idaho, Nevada, Oregon, and Washington, as well as the territories of Guam and Samoa. The Universities participating from this region are:

- \*ARIZONA STATE UNIVERSITY  
NORTHERN ARIZONA
- \*OREGON STATE UNIVERSITY
- \*THE UNIVERSITY OF ARIZONA
- \*UNIVERSITY OF CALIFORNIA, SANTA BARBARA
- \*UNIVERSITY OF IDAHO
- \*UNIVERSITY OF NEVADA, RENO
- \*UNIVERSITY OF OREGON
- \*WASHINGTON STATE UNIVERSITY

TABLE II (CONTINUED)  
SAN FRANCISCO/SEATTLE REGIONCHIEF EXECUTIVE OFFICER:  
SING. UNIT INSTITUTION  
CHIEF EXEC. OFFICER

RANK	SALARY
1	183,260 *
2	181,100 *
3	165,279 *
4	137,009 *
5	130,000 *
6	120,018 *
7	116,964 *

AVERAGE "x" 147,661

AVERAGE ALL 147,661

FINANCIAL ADMINISTRATOR:  
CHIEF FINANCIAL  
OFFICER

RANK	SALARY
1	131,808 *
2	124,709 *
3	113,420 *
4	104,650 *
5	103,800 *
6	99,493 *
7	94,000 *

AVERAGE "x" 110,269

AVERAGE ALL 110,269

FINANCIAL ADMINISTRATOR:  
ASSOC. VP FOR BUSINESS  
AFFAIRS/BUSINESS MGR.

RANK	SALARY
1	131,700 *
2	103,960 *
3	86,200 *
4	75,105 *

AVERAGE "x" 99,241

AVERAGE ALL 99,241

FINANCIAL ADMINISTRATOR:  
INTERNAL AUDITOR

RANK	SALARY
1	83,364 *
2	58,308 *
3	58,109 *
4	55,000 *
5	54,000 *
6	53,742 *
7	52,500 *

AVERAGE "x" 59,289

AVERAGE ALL 59,289

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF ACCOUNTING  
CONTROLLER

RANK	SALARY
1	109,741 *
2	93,000 *
3	90,739 *
4	86,900 *
5	73,644 *
6	73,000 *
7	69,000 *

AVERAGE "x" 85,146

AVERAGE ALL 85,146

FINANCIAL ADMINISTRATOR:  
BUDGET DIRECTOR

RANK	SALARY
1	101,838 *
2	95,033 *
3	91,200 *
4	81,002 *
5	78,672 *
6	75,273 *
7	69,269 *
8	62,553 *
9	61,742 *

RANK SALARY  
(CONTINUED)

AVERAGE "x" 79,620

AVERAGE ALL 79,620

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PURCHASING

RANK	SALARY
1	84,600 *
2	77,368 *
3	75,000 *
4	64,652 *
5	63,036 *
6	52,004 *

AVERAGE "x" 69,443

AVERAGE ALL 69,443

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF BENEFITS

RANK	SALARY
1	53,609 *
2	42,432 *
3	42,408 *

AVERAGE "x" 46,150

AVERAGE ALL 46,150

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	83,000 *
2	75,000 *
3	70,000 *
4	69,840 *
5	68,000 *
6	65,260 *
7	60,000 *
8	51,302 *

TABLE II (CONTINUED)  
SAN FRANCISCO/SEATTLE REGION

Page 115

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PERSONNEL

RANK	SALARY
3	76,836 *
4	75,064 *
5	72,500 *
6	72,450 *

(CONTINUED)

AVERAGE "\*" 67,800

AVERAGE "\*" 77,400

AVERAGE ALL 67,800

AVERAGE ALL 77,400

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PAYROLL

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PUBLIC  
SAFETY

RANK	SALARY
1	57,200 *
2	56,300 *
3	56,152 *
4	53,612 *
5	52,864 *
6	48,000 *
7	38,472 *
8	22,268 *

AVERAGE "\*" 48,109

AVERAGE ALL 48,109

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF FACILITIES  
PLANNING

RANK	SALARY
1	83,066 *
2	74,100 *
3	66,164 *
4	63,355 *
5	61,742 *
6	55,344 *
7	54,155 *

AVERAGE "\*" 65,418

AVERAGE ALL 65,418

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF PHYSICAL  
PLANT

RANK	SALARY
1	86,400 *
2	81,151 *

RANK	SALARY
1	79,300 *
2	66,477 *
3	63,364 *
4	60,500 *
5	60,100 *
6	57,000 *
7	51,031 *
8	39,720 *

AVERAGE "\*" 59,687

AVERAGE ALL 59,687

FINANCIAL ADMINISTRATOR:  
DIRECTOR OF HEALTH &  
ENVIRONMENTAL SAFETY

RANK	SALARY
1	90,640 *
2	83,494 *
3	67,844 *
4	62,100 *
5	60,000 *
6	54,648 *
7	44,508 *

AVERAGE "\*" 66,176

AVERAGE ALL 66,176

ACADEMIC ADMINISTRATORS:  
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	162,570 *
2	149,690 *

RANK	SALARY
3	143,900 *
4	115,000 *
5	111,708 *
6	106,000 *
7	102,521 *

AVERAGE "\*" 127,341

AVERAGE ALL 127,341

ACADEMIC ADMINISTRATORS:  
INTERNATIONAL EDUCATION  
ADMINISTRATOR

RANK	SALARY
1	112,327 *
2	95,062 *
3	90,600 *
4	90,168 *
5	79,500 *

AVERAGE "\*" 93,531

AVERAGE ALL 93,531

ACADEMIC ADMINISTRATORS:  
DEAN/DIRECTOR OF  
ENROLLMENT MANAGEMENT

RANK	SALARY
1	94,037 *
2	87,834 *
3	84,460 *
4	80,012 *

AVERAGE "\*" 86,586

AVERAGE ALL 86,586

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
1	112,600 *
2	105,442 *
3	105,000 *
4	92,024 *
5	92,000 *
6	90,384 *
7	77,774 *

\* = NASULGC

TABLE II (CONTINUED)  
SAN FRANCISCO/SEATTLE REGIONACADEMIC ADMINISTRATORS:  
DIRECTOR OF LIBRARIES

RANK	SALARY
6	65,000 *
7	63,349 *

ACADEMIC DEANS:  
BUSINESS/INDUSTRIAL  
MANAGEMENTRANK SALARY  
(CONTINUED)

8 75,961 \*

AVERAGE "M" 93,898

AVERAGE ALL 93,898

AVERAGE "M" 68,383

AVERAGE ALL 68,383

ACADEMIC DEANS:  
AGRICULTURE

RANK	SALARY
1	136,000 *
2	120,096 *
3	117,606 *
4	108,150 *
5	106,092 *
6	93,814 *

ACADEMIC ADMINISTRATORS:  
MUSEUM DIRECTOR

RANK	SALARY
1	144,207 *
2	117,288 *
3	113,712 *
4	105,653 *

AVERAGE "M" 113,626

AVERAGE ALL 113,626

RANK	SALARY
1	103,953 *
2	77,392 *
3	62,000 *

AVERAGE "M" 81,115

AVERAGE ALL 81,115

AVERAGE "M" 120,215

AVERAGE ALL 120,215

ACADEMIC DEANS:  
ARCHITECTURE/ENVIRONMENTAL  
DESIGNACADEMIC DEANS:  
CONTINUING EDUCATION

RANK	SALARY
1	112,801 *
2	104,484 *
3	100,000 *
4	66,299 *
5	65,601 *

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
1	117,000 *
2	106,947 *
3	96,305 *
4	88,928 *

AVERAGE "M" 89,837

AVERAGE ALL 89,837

RANK	SALARY
1	84,867 *
2	71,200 *
3	69,269 *
4	66,941 *
5	63,853 *
6	58,893 *
7	58,476 *

AVERAGE "M" 67,643

AVERAGE ALL 67,643

AVERAGE "M" 102,295

AVERAGE ALL 102,295

ACADEMIC DEANS:  
ARTS AND SCIENCESACADEMIC DEANS:  
EDUCATION

RANK	SALARY
1	131,850 *
2	120,500 *
3	110,749 *
4	110,313 *
5	110,100 *
6	86,804 *
7	86,151 *

AVERAGE "M" 108,067

AVERAGE ALL 108,067

ACADEMIC ADMINISTRATORS:  
REGISTRAR

RANK	SALARY
1	125,000 *
2	124,800 *
3	107,387 *
4	94,712 *
5	82,500 *

AVERAGE "M" 106,880

AVERAGE ALL 106,880

RANK	SALARY
1	74,100 *
2	72,306 *
3	69,634 *
4	69,024 *
5	65,271 *

TABLE II (CONTINUED)  
SAN FRANCISCO/SEATTLE REGION

Page 117

ACADEMIC DEANS:  
ENGINEERING

RANK	SALARY
3	113,300 *
4	104,045 *

STUDENT SERVICES ADMIN.:  
CHIEF STUDENT SERVICES  
OFFICER

RANK	SALARY
1	141,800 *
2	140,382 *
3	130,000 *
4	125,145 *
5	119,016 *
6	118,080 *
7	107,678 *
8	96,380 *

AVERAGE "x" 128,211

AVERAGE ALL 128,211

ACADEMIC DEANS:  
SCIENCE

RANK	SALARY
1	126,986 *
2	110,748 *
3	104,088 *

AVERAGE "x" 113,941

AVERAGE ALL 113,941

AVERAGE "x" 122,310

AVERAGE ALL 122,310

ACADEMIC DEANS:  
FORESTRY

RANK	SALARY
1	102,804 *
2	88,093 *
3	83,120 *

AVERAGE "x" 91,339

AVERAGE ALL 91,339

ACADEMIC DEANS:  
GRADUATE

RANK	SALARY
1	126,634 *
2	110,749 *
3	100,000 *
4	87,720 *

AVERAGE "x" 106,276

AVERAGE ALL 106,276

ACADEMIC DEANS:  
LAW

RANK	SALARY
1	158,500 *
2	137,000 *

MEDICAL DEANS:  
NURSING

RANK	SALARY
1	120,500 *
2	105,134 *
3	95,876 *

AVERAGE "x" 107,170

AVERAGE ALL 107,170

MEDICAL DEANS:  
PHARMACY

RANK	SALARY
1	135,893 *
2	120,856 *
3	106,704 *

AVERAGE "x" 121,151

AVERAGE ALL 121,151

RANK	SALARY
1	121,500 *
2	117,797 *
3	113,695 *
4	110,000 *
5	95,004 *
6	92,000 *
7	87,070 *

AVERAGE "x" 105,295

AVERAGE ALL 105,295

STUDENT SERVICES ADMIN.:  
DIRECTOR OF HOUSING

RANK	SALARY
1	95,981 *
2	78,042 *
3	63,777 *
4	63,000 *
5	61,560 *
6	60,500 *
7	54,500 *
8	54,100 *
9	48,662 *

AVERAGE "x" 64,458

AVERAGE ALL 64,458

STUDENT SERVICES ADMIN.:  
DIRECTOR OF DINING  
SERVICES

RANK	SALARY
1	86,700 *
2	55,191 *
3	44,640 *

AVERAGE "x" 62,177

AVERAGE ALL 62,177

**TABLE II (CONTINUED)**  
**SAN FRANCISCO/SEATTLE REGION**

**STUDENT SERVICES ADMIN.:  
 DEAN OF STUDENT  
 AFFAIRS**

RANK	SALARY
1	85,800 *
2	80,000 *
3	71,021 *
4	63,600 *
5	57,112 *
6	42,276 *

AVERAGE "\*" 66,635

AVERAGE ALL 66,635

**STUDENT SERVICES ADMIN.:  
 DIRECTOR OF STUDENT  
 HEALTH CENTER**

RANK	SALARY
1	128,123 *
2	98,400 *
3	95,059 *
4	90,349 *
5	88,542 *
6	86,088 *
7	81,508 *
8	78,000 *
9	49,500 *

AVERAGE "\*" 88,397

AVERAGE ALL 88,397

**STUDENT SERVICES ADMIN.:  
 DIRECTOR OF CAREER  
 SERVICES**

RANK	SALARY
1	89,259 *
2	74,000 *
3	64,260 *
4	59,355 *
5	59,070 *
6	57,577 *
7	53,000 *
8	52,266 *

**RANK SALARY  
 (CONTINUED)**

AVERAGE "\*" 63,598

AVERAGE ALL 63,598

**STUDENT SERVICES ADMIN.:  
 DIRECTOR OF STUDENT  
 UNION**

RANK	SALARY
1	71,500 *
2	70,576 *
3	61,096 *
4	60,805 *
5	59,550 *
6	58,944 *
7	54,720 *

AVERAGE "\*" 62,456

AVERAGE ALL 62,456

**STUDENT SERVICES ADMIN.:  
 DIRECTOR OF MINORITY/  
 MULTICULTURAL AFFAIRS**

RANK	SALARY
1	78,275 *
2	60,972 *
3	60,048 *
4	49,102 *
5	49,065 *

AVERAGE "\*" 59,492

AVERAGE ALL 59,492

**STUDENT SERVICES ADMIN.:  
 DIRECTOR OF COUNSELING**

RANK	SALARY
1	73,000 *
2	67,000 *
3	66,023 *
4	60,792 *
5	57,346 *

**RANK SALARY  
 (CONTINUED)**

AVERAGE "\*" 64,832

AVERAGE ALL 64,832

**STUDENT SERVICES ADMIN.:  
 DIRECTOR OF INTRAMURAL  
 & RECREATIONAL SPORTS**

RANK	SALARY
1	77,641 *
2	60,779 *
3	54,180 *
4	48,678 *
5	44,340 *
6	35,150 *

AVERAGE "\*" 53,461

AVERAGE ALL 53,461

**STUDENT SERVICES ADMIN.:  
 DIRECTOR OF INTERNATIONAL  
 STUDENT SERVICES**

RANK	SALARY
1	57,720 *
2	46,890 *
3	38,628 *

AVERAGE "\*" 47,746

AVERAGE ALL 47,746

**STUDENT SERVICES ADMIN.:  
 DIRECTOR OF STUDENT  
 ACTIVITIES**

RANK	SALARY
1	62,218 *
2	49,069 *
3	46,818 *
4	35,908 *

AVERAGE "\*" 48,503

AVERAGE ALL 48,503

TABLE II (CONTINUED)  
SAN FRANCISCO/SEATTLE REGION

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STUDENT SERVICES ADMIN.:  
DIRECTOR OF ADMISSIONS

RANK	SALARY
1	89,136 *
2	71,848 *
3	70,000 *
4	67,500 *
5	62,688 *
6	60,000 *
7	59,668 *

AVERAGE "M" 68,691

AVERAGE ALL 68,691

STUDENT SERVICES ADMIN.:  
DIRECTOR OF FINANCIAL  
AID

RANK	SALARY
1	77,430 *
2	75,793 *
3	71,848 *
4	70,000 *
5	68,395 *
6	67,750 *
7	66,280 *
8	57,727 *
9	54,600 *

AVERAGE "M" 67,758

AVERAGE ALL 67,758

DEVELOPMENT ADMINISTRATORS:  
CHIEF ADVANCEMENT OFFICER

RANK	SALARY
1	120,000 *
2	117,797 *
3	115,000 *
4	(103,000) *
5	96,500 *
6	87,070 *
7	82,493 *

RANK SALARY  
(CONTINUED)

AVERAGE "M" 103,123

AVERAGE ALL 103,123

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF SPECIAL EVENTS

RANK	SALARY
1	84,180 *
2	66,912 *
3	66,699 *
4	45,011 *

AVERAGE "M" 65,701

AVERAGE ALL 65,701

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF PUBLIC  
RELATIONS

RANK	SALARY
1	99,482 *
2	95,000 *
3	61,200 *
4	47,084 *

AVERAGE "M" 75,692

AVERAGE ALL 75,692

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF DEVELOPMENT

RANK	SALARY
1	121,917 *
2	105,000 *
3	78,446 *
4	74,450 *

AVERAGE "M" 94,953

AVERAGE ALL 94,953

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF ALUMNI  
SERVICES

RANK	SALARY
1	95,794 *
2	87,550 *
3	83,588 *
4	71,429 *
5	69,084 *
6	67,263 *
7	66,765 *
8	64,248 *
9	52,218 *

AVERAGE "M" 73,104

AVERAGE ALL 73,104

INFO MANAGEMENT ADMINISTRATOR:  
CHIEF OF INFORMATION  
MANAGEMENT

RANK	SALARY
1	118,000 *
2	109,695 *
3	100,926 *
4	97,860 *
5	95,300 *
6	90,342 *
7	70,000 *

AVERAGE "M" 97,446

AVERAGE ALL 97,446

INFO MANAGEMENT ADMINISTRATOR:  
DIRECTOR OF ADMINISTRATIVE  
COMPUTING SERVICES

RANK	SALARY
1	80,000 *
2	60,489 *
3	54,996 *

AVERAGE "M" 65,162

AVERAGE ALL 65,162



TABLE II (CONTINUED)  
SAN FRANCISCO/SEATTLE REGION

RESEARCH ADMINISTRATORS:		RANK	SALARY	RANK	SALARY
CHIEF RESEARCH OFFICER		2	106,021 *	4	101,273 *
		3	85,504 *	5	82,404 *
				6	70,324 *
RANK	SALARY	AVERAGE "x"	101,746	AVERAGE "x"	98,234
1	150,000 *	AVERAGE ALL	101,746	AVERAGE ALL	98,234
2	126,634 *	OTHER ADMINISTRATORS:		OTHER ADMINISTRATORS:	
3	125,000 *	ASSISTANT TO THE CHIEF		HEAD OF LEGISLATIVE/	
4	115,199 *	EXECUTIVE OFFICER		GOVERNMENTAL RELATIONS	
5	108,868 *				
6	104,724 *				
7	97,850 *				
AVERAGE "x"	118,325	RANK	SALARY	RANK	SALARY
AVERAGE ALL	118,325	1	92,231 *	1	91,087 *
RESEARCH ADMINISTRATORS:		2	87,563 *	2	73,653 *
DIRECTOR OF RESEARCH SERVICE		3	73,903 *	3	71,974 *
		4	71,933 *	4	67,000 *
		5	70,287 *	5	59,992 *
		6	52,536 *	6	51,516 *
		7	48,400 *	7	41,000 *
RANK	SALARY	AVERAGE "x"	70,979	AVERAGE "x"	65,175
1	95,195 *	AVERAGE ALL	70,979	AVERAGE ALL	65,175
2	90,396 *	OTHER ADMINISTRATORS:			
3	67,442 *	DIRECTOR OF AFFIRMATIVE			
4	65,436 *	ACTIONS			
5	60,147 *				
6	58,000 *				
AVERAGE "x"	72,769	RANK	SALARY		
AVERAGE ALL	72,769	1	85,079 *		
AGRICULTURAL ADMINSTRATORS:		2	81,358 *		
DIRECTOR OF COOPERATIVE		3	77,500 *		
EXTENSION		4	68,500 *		
		5	65,500 *		
		6	64,864 *		
		7	59,304 *		
RANK	SALARY	8	55,729 *		
1	111,151 *	9	45,475 *		
2	104,484 *	AVERAGE "x"	67,034		
3	90,744 *	AVERAGE ALL	67,034		
AVERAGE "x"	102,126	OTHER ADMINISTRATORS:			
AVERAGE ALL	102,126	LEGAL COUNSEL			
AGRICULTURAL ADMINSTRATORS:					
DIRECTOR OF AGRICULTURAL					
EXPERIMENT STATION		RANK	SALARY		
		1	114,900 *		
		2	110,282 *		
RANK	SALARY	3	110,219 *		
1	113,712 *				

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
ADMINISTRATIVE SALARIES SURVEY 1996-97

\* = NASULGC

TABLE III

**A RANK-ORDER DISTRIBUTION OF TWELVE-MONTH ADMINISTRATIVE  
SALARIES PAID AMONG TWENTY-SEVEN SYSTEMS  
IN TWENTY-ONE STATES**

This table summarizes the data for twenty-seven university systems in twenty-one states. For making this report possible, the University of Arkansas wishes to thank the following universities.

COLORADO STATE UNIVERSITY SYSTEM  
LOUISIANA STATE UNIVERSITY SYSTEM  
MINNESOTA STATE COLLEGES & UNIVERSITIES  
NORTH DAKOTA UNIVERSITY SYSTEM OFFICE  
OREGON STATE SYSTEM OF HIGHER EDUCATION  
RUTGERS - THE STATE UNIVERSITY  
SOUTHERN ILLINOIS UNIVERSITY  
STATE UNIVERSITY SYSTEM OF FLORIDA  
THE CALIFORNIA STATE UNIVERSITY SYSTEM  
THE TEXAS A&M UNIVERSITY SYSTEM  
THE UNIVERSITY OF TEXAS SYSTEM  
UNIV. & COMMUNITY COLLEGE SYSTEM OF NEVADA  
UNIV. OF CALIFORNIA OFFICE OF THE PRESIDENT  
UNIV. OF ILLINOIS - UNIVERSITY ADMINISTRATION  
UNIV. OF NORTH CAROLINA GENERAL ADMINISTRATION  
UNIVERSITY OF ARKANSAS SYSTEM  
UNIVERSITY OF COLORADO SYSTEM OFFICE  
UNIVERSITY OF HOUSTON SYSTEM ADMINISTRATION  
UNIVERSITY OF MAINE SYSTEM  
UNIVERSITY OF MARYLAND SYSTEM ADMINISTRATION  
UNIVERSITY OF MINNESOTA SYSTEM  
UNIVERSITY OF MISSOURI, SYSTEM ADMINISTRATION  
UNIVERSITY OF NEBRASKA, LINCOLN  
UNIVERSITY OF TENNESSEE SYSTEM  
UNIVERSITY SYSTEM OF GEORGIA  
UNIVERSITY SYSTEM OF WEST VIRGINIA  
UTAH STATE BOARD OF REGENTS

TABLE III (CONTINUED)  
UNIVERSITY SYSTEMSCHIEF EXECUTIVE OFFICER:  
CHIEF EXECUTIVE OFFICER

RANK	SALARY
1	253,300
2	251,000
3	250,000
4	246,000
5	233,032
6	219,000
7	208,000
8	207,100
9	200,500
10	197,232
11	190,000
12	185,000
13	181,167
14	180,828
15	180,636
16	178,191
17	171,630
18	164,800
19	160,000
20	158,644
21	157,600
22	139,050
23	138,300
24	133,668
25	127,500
26	127,400
27	108,780

AVERAGE 183,273  
LEVEL 1 AVG 183,273

FINANCIAL ADMINISTRATORS:  
CHIEF FINANCIAL OFFICER

RANK	SALARY
1	216,300
2	203,000
3	184,000
4	179,920
5	162,990
6	160,000
7	160,000
8	149,460
9	147,309

RANK	SALARY
10	140,000
11	135,106
12	130,000
13	128,717
14	128,367
15	126,530
16	122,650
17	120,555
18	117,000
19	114,399
20	110,280
21	108,000
22	107,028
23	103,000
24	97,500
25	94,360
26	82,524
27	82,000

AVERAGE 133,741  
LEVEL 2 AVG 133,800

FINANCIAL ADMINISTRATORS:  
ASSOC. VICE PRESIDENT  
FOR FINANCE

RANK	SALARY
1	165,000
2	137,000
3	136,931
4	108,000
5	105,134
6	103,000
7	95,303
8	88,580
9	83,249

AVERAGE 113,577  
LEVEL 3 AVG 110,658

FINANCIAL ADMINISTRATORS:  
ASSISTANT VICE PRES.  
FOR FINANCE

RANK	SALARY
1	121,240
2	114,720
3	99,750
4	98,000

RANK	SALARY
5	91,824
6	86,150
7	84,950
8	84,625

AVERAGE 97,657  
LEVEL 3 AVG 97,657

FINANCIAL ADMINISTRATORS:  
DIRECTOR OF PERSONNEL

RANK	SALARY
1	113,500
2	107,268
3	96,932
4	94,760
5	92,817
6	90,607
7	90,000
8	87,500
9	61,880
10	61,596
11	54,255
12	51,500
13	42,300
14	35,400

AVERAGE 77,165  
LEVEL 3 AVG 100,359  
LEVEL 4 AVG 66,592

FINANCIAL ADMINISTRATORS:  
DIRECTOR OF RESEARCH  
ACCOUNTING

RANK	SALARY
1	105,000
2	85,000
3	82,203

AVERAGE 90,734  
LEVEL 4 AVG 90,734

LEVEL = LEVEL OF RESPONSIBILITY

TABLE III (CONTINUED)  
UNIVERSITY SYSTEMS

Page 123

FINANCIAL ADMINISTRATORS:  
DIRECTOR OF ACCOUNTING  
/CONTROLLER

RANK	SALARY
1	137,000
2	126,010
3	99,534
4	97,808
5	97,222
6	95,000
7	95,000
8	93,139
9	93,000
10	79,100
11	78,432
12	60,675
13	50,614
14	50,000

AVERAGE	89,467
LEVEL 3 AVG	99,844
LEVEL 4 AVG	83,938

FINANCIAL ADMINISTRATORS:  
BUDGET DIRECTOR

RANK	SALARY
1	150,800
2	113,635
3	101,000
4	95,000
5	94,076
6	91,500
7	87,192
8	84,100
9	83,208
10	79,625
11	78,950
12	75,226
13	73,336
14	60,014
15	59,903
16	51,750
17	51,500
18	49,000

(CONTINUED)

AVERAGE	82,212
LEVEL 3 AVG	91,453
LEVEL 4 AVG	77,688

FINANCIAL ADMINISTRATORS:  
TREASURER

RANK	SALARY
1	115,500
2	113,520
3	95,000
4	94,886
5	79,243
6	76,935
7	71,020

AVERAGE	92,301
LEVEL 3 AVG	99,630

FINANCIAL ADMINISTRATORS:  
AUDITOR

RANK	SALARY
1	175,000
2	106,910
3	102,800
4	102,228
5	97,000
6	82,435
7	82,203
8	81,542
9	79,975
10	79,102
11	75,000
12	74,157
13	68,004
14	66,400
15	64,008
16	63,000
17	59,300
18	58,060
19	52,417

(CONTINUED)

AVERAGE	82,607
LEVEL 2 AVG	113,333
LEVEL 3 AVG	73,517
LEVEL 4 AVG	75,012

ACADEMIC ADMINISTRATORS:  
CHIEF ACADEMIC OFFICER

RANK	SALARY
1	216,300
2	204,000
3	179,295
4	175,100
5	168,708
6	163,570
7	147,500
8	146,300
9	140,000
10	131,502
11	129,176
12	127,120
13	117,990
14	107,028
15	101,551
16	100,786
17	99,300
18	98,000
19	93,800
20	72,276

AVERAGE	135,965
LEVEL 2 AVG	139,643

ACADEMIC ADMINISTRATORS:  
ASSOC. VICE PRESIDENT  
FOR ACADEMICS

RANK	SALARY
1	165,865
2	150,000
3	132,000
4	110,748
5	105,000
6	101,500
7	98,000
8	97,703

LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
ADMINISTRATIVE SALARIES SURVEY 1996-97

TABLE III (CONTINUED)  
UNIVERSITY SYSTEMSACADEMIC ADMINISTRATORS:  
ASSOC. VICE PRESIDENT  
FOR ACADEMICS

RANK	SALARY
(CONTINUED)	
9	94,035
10	82,420
11	79,000
AVERAGE	110,570
LEVEL 2 AVG	117,441
LEVEL 3 AVG	94,906

ACADEMIC ADMINISTRATORS:  
ASST. VICE PRESIDENT  
FOR ACADEMICS

RANK	SALARY
1	125,000
2	117,500
3	93,397
4	91,700
5	89,766
6	85,000
7	80,976
8	76,617
9	76,591
10	71,106
11	62,400
AVERAGE	88,187
LEVEL 3 AVG	86,961

ACADEMIC ADMINISTRATORS:  
DIRECTOR OF ACADEMICS

RANK	SALARY
1	90,000
2	84,468
3	72,960
4	60,014
AVERAGE	76,861

FACILITIES ADMINISTRATORS:  
VICE PRESIDENT FOR  
FACILITIES

RANK	SALARY
1	124,836
2	105,093
3	105,000
4	91,800
5	82,660
6	82,436
AVERAGE	98,638
LEVEL 3 AVG	104,341

FACILITIES ADMINISTRATORS:  
ASSOC. VICE PRESIDENT FOR  
FACILITIES

RANK	SALARY
1	101,164
2	95,000
3	93,462
4	77,040
5	75,860
AVERAGE	88,505
LEVEL 3 AVG	91,372

FACILITIES ADMINISTRATORS:  
DIRECTOR OF FACILITIES

RANK	SALARY
1	98,440
2	93,668
3	88,200
4	82,512
5	78,920
6	76,700
7	67,096
8	59,534
9	55,463
AVERAGE	77,837
LEVEL 4 AVG	76,202

AGRICULTURAL ADMINISTRATORS:  
VICE PRESIDENT FOR  
AGRICULTURE

RANK	SALARY
1	182,000
2	181,387
3	142,000
4	141,500
5	91,500
6	51,624
AVERAGE	131,669
LEVEL 2 AVG	168,296

AGRICULTURAL ADMINISTRATORS:  
DIRECTOR OF COOPERATIVE  
EXTENSION

RANK	SALARY
1	138,009
2	115,612
3	109,230
AVERAGE	120,950

AGRICULTURAL ADMINISTRATORS:  
DIRECTOR OF AGRICULTURAL  
EXPERIMENT STATION

RANK	SALARY
1	135,000
2	130,304
3	(129,000)
4	115,610
AVERAGE	127,479

INFORMATION MANAGEMENT  
ADMINISTRATORS:  
VP INFORMATION MANAGEMENT

RANK	SALARY
1	135,000
2	120,036
3	116,177
4	99,800
5	82,592

LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
ADMINISTRATIVE SALARIES SURVEY 1996-97

TABLE III (CONTINUED)  
UNIVERSITY SYSTEMS

INFORMATION MANAGEMENT  
ADMINISTRATORS:  
VP INFORMATION MANAGEMENT

RANK	SALARY
4	93,000
5	85,354
6	84,060
7	80,800
8	80,080
9	73,222
10	54,625

DEVELOPMENT ADMINISTRATORS:  
VICE PRESIDENT FOR  
DEVELOPMENT

RANK	SALARY
1	156,560
2	135,516
3	129,500
4	110,070
5	95,000
6	94,061

(CONTINUED)

AVERAGE 110,721  
LEVEL 3 AVG 104,651

INFORMATION MANAGEMENT  
ADMINISTRATORS: ASSOC. VP  
FOR INFORMATION MANAGEMENT

AVERAGE	88,175
LEVEL 3 AVG	98,734
LEVEL 4 AVG	77,941

AVERAGE 120,118  
LEVEL 2 AVG 124,287

RANK	SALARY
1	162,500
2	127,500
3	124,000
4	117,000
5	111,276
6	96,729
7	89,004
8	86,466
9	79,000

DEVELOPMENT ADMINISTRATORS:  
VICE PRESIDENT FOR PUBLIC  
RELATIONS

RANK	SALARY
1	193,700
2	134,000
3	122,150
4	99,746
5	92,832
6	91,700
7	88,000
8	84,240
9	49,790

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF PUBLIC  
RELATIONS

RANK	SALARY
1	108,675
2	97,886
3	90,700
4	88,881
5	86,463
6	81,648
7	81,292
8	77,805
9	76,709
10	70,238
11	68,661
12	57,474
13	55,709
14	39,000

AVERAGE 110,386  
LEVEL 2 AVG 95,001  
LEVEL 3 AVG 118,079

INFORMATION MANAGEMENT  
ADMINISTRATORS: ASST. VP  
FOR INFORMATION MANAGEMENT

AVERAGE	106,240
LEVEL 2 AVG	111,298

DEVELOPMENT ADMINISTRATORS:  
VICE PRESIDENT FOR  
LEGISLATIVE RELATIONS

RANK	SALARY
1	159,885
2	145,263
3	121,577
4	105,935
5	103,522
6	99,049
7	90,512

AVERAGE 77,224  
LEVEL 3 AVG 81,085  
LEVEL 4 AVG 75,166

RANK	SALARY
1	106,000
2	102,864
3	91,404
4	88,010
5	63,290

AVERAGE 90,314  
LEVEL 4 AVG 90,314

INFORMATION MANAGEMENT  
ADMINISTRATORS: DIRECTOR OF  
COMPUTING SERVICES/NETWORK

AVERAGE	117,963
LEVEL 2 AVG	129,132
LEVEL 3 AVG	97,694

DEVELOPMENT ADMINISTRATORS:  
DIRECTOR OF LEGISLATIVE  
RELATIONS

RANK	SALARY
1	125,800
2	115,025
3	108,000
4	101,388
5	100,880
6	99,300

RANK	SALARY
1	128,000
2	108,360
3	94,245

LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
ADMINISTRATIVE SALARIES SURVEY 1996-97

TABLE III (CONTINUED)  
UNIVERSITY SYSTEMS

## DEVELOPMENT ADMINISTRATORS:

DIRECTOR OF LEGISLATIVE  
RELATIONS

RANK	SALARY
(CONTINUED)	

7	90,700
8	87,810
9	87,000
10	80,790
11	65,412

AVERAGE	96,555
LEVEL 2 AVG	98,897
LEVEL 3 AVG	107,205
LEVEL 4 AVG	88,760

## RANK

## SALARY

14	55,686
15	51,516
16	51,344
17	47,544
18	38,100
19	35,686
20	31,930

AVERAGE	80,361
LEVEL 2 AVG	92,775
LEVEL 4 AVG	77,951
LEVEL 5 AVG	39,711

## OTHER ADMINISTRATORS:

## LEGAL COUNSEL

## OTHER ADMINISTRATORS:

DIRECTOR OF INSTITUTIONAL  
RESEARCH

RANK	SALARY
------	--------

1	135,000
2	130,000
3	125,000
4	92,880
5	90,264
6	79,000
7	76,555
8	76,476
9	57,200
10	52,145
11	49,275

## DEVELOPMENT ADMINISTRATORS:

## DIRECTOR OF DEVELOPMENT

RANK	SALARY
------	--------

1	150,520
2	115,200
3	108,000
4	94,382
5	93,324
6	90,875

AVERAGE	108,717
LEVEL 4 AVG	99,800

## RANK

## SALARY

1	223,400
2	185,400
3	150,000
4	146,640
5	144,665
6	132,000
7	125,050
8	120,000
9	117,765
10	117,220
11	116,640
12	110,500
13	109,750
14	105,000
15	98,463
16	88,200
17	88,000
18	80,027
19	79,448
20	74,500
21	64,000
22	63,216
23	40,000

AVERAGE	112,169
LEVEL 2 AVG	112,935
LEVEL 3 AVG	100,813

## AVERAGE

87,618

LEVEL 2 AVG 98,319

LEVEL 3 AVG 98,119

LEVEL 4 AVG 74,673

## OTHER ADMINISTRATORS:

EXECUTIVE ASSISTANT TO THE  
CHIEF EXECUTIVE OFFICER

RANK	SALARY
------	--------

1	130,000
2	105,000
3	105,000
4	96,216
5	91,301
6	90,896
7	89,765
8	79,300
9	78,000
10	77,000
11	68,100
12	60,804
13	50,924
14	49,331
15	39,266

AVERAGE 80,727

LEVEL 2 AVG 89,054

LEVEL 3 AVG 84,101

LEVEL 4 AVG 95,955

LEVEL 5 AVG 57,604

RANK	SALARY
------	--------

1	148,520
2	117,900
3	117,220
4	115,700
5	111,600
6	100,000
7	99,000
8	96,870
9	93,557
10	85,600
11	77,000
12	75,337
13	57,117

## OTHER ADMINISTRATORS:

## SECRETARY TO THE BOARD

LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
ADMINISTRATIVE SALARIES SURVEY 1996-97

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OTHER ADMINISTRATORS:  
EXECUTIVE VICE PRESIDENT

RANK	SALARY
3	191,700
4	160,000
5	106,100

RANK	SALARY
1	184,000
2	162,888
3	133,500
4	128,717
5	47,000

AVERAGE	190,820
LEVEL 2 AVG	190,820

OTHER ADMINISTRATORS:  
VICE PRESIDENT FOR  
STUDENT AFFAIRS

AVERAGE	131,221
LEVEL 2 AVG	118,026

RANK	SALARY
1	160,000
2	96,000
3	94,292

OTHER ADMINISTRATORS:  
ASSOC. VICE PRESIDENT FOR  
HUMAN RESOURCES

AVERAGE	116,764
LEVEL 3 AVG	116,764

RANK	SALARY
1	142,656
2	125,300
3	121,500
4	114,750
5	92,855
6	( 92,340)
7	87,593
8	83,040
9	74,247

AVERAGE	103,809
LEVEL 3 AVG	99,898

OTHER ADMINISTRATORS:  
VICE PRESIDENT FOR  
RESEARCH

RANK	SALARY
1	160,000
2	148,150
3	135,500

AVERAGE	147,883
---------	---------

OTHER ADMINISTRATORS:  
VICE PRESIDENT FOR  
HEALTH AFFAIRS

RANK	SALARY
1	280,000
2	216,300

LEVEL = LEVEL OF RESPONSIBILITY

UNIVERSITY OF ARKANSAS  
OFFICE OF INSTITUTIONAL RESEARCH  
ADMINISTRATIVE SALARIES SURVEY 1996-97



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